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Post-Secondary Education Faces Serious Attack in Ontario

Economic crisis being used as an excuse to attack both union & worker rights.

POST-SECONDARY education is under "serious attack" in Ontario following a series of related actions by the province's Liberal government that seek to centralize ministerial control over colleges and universities and limit collective bargaining rights in the broader public sector.

"This is the most serious attack on post-secondary education of which we are aware in Canada," wrote CAUT executive director James Turk in a recent memo to member associations. "And most certainly, if this is allowed to happen in Ontario, it will become government policy in other provinces."

The first move came June 28 with the release of the provincial government's discussion paper "Strengthening Ontario's Centres of Creativity, Innovation and Knowledge." The 23-page document proposed a set of sweeping changes that include "labour-market focussed three-year degrees," making introductory core courses fully transferable across all institutions, and a significant expansion of online course delivery — aspiring to one-third all courses.

See POST-SECONDARY EDUCATION Page A11 →

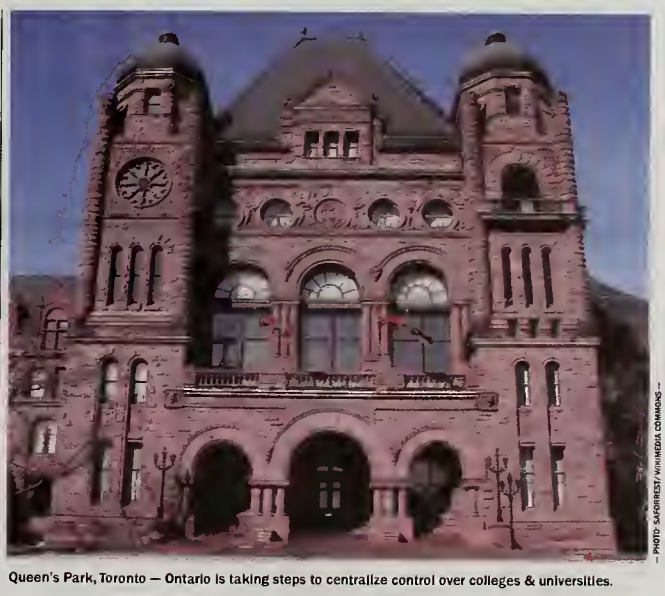

PHOTO: SAFORREST/WIKIMEDIA COMMONS

Queen's Park, Toronto — Ontario is taking steps to centralize control over colleges & universities.

Ontario : offensive contre l'éducation postsecondaire

Sous le couvert de la crise économique, on s'en prend aux droits des syndiqués et des travailleurs.

L'ÉDUCATION postsecondaire est victime d'une « grave attaque » en Ontario, du fait de l'adoption, par le gouvernement libéral aux commandes de la province, d'un train de mesures visant à centraliser le contrôle ministériel sur les collèges et les universités, et à restreindre le droit à la négociation collective dans l'ensemble du secteur public.

« Il s'agit, à notre connaissance, de la plus grave attaque contre l'éducation postsecondaire au Canada qui, si nous laissons une telle chose se produire en Ontario, fera très certainement boule de neige dans les autres provinces », a affirmé le directeur général de l'ACPPU, James Turk, dans une note adressée dernièrement aux associations membres.

Le train s'est mis en branle le 28 juin, avec la publication, par le gouvernement provincial, d'un document de travail intitulé « Renforcer les centres de créativité, d'innovation et de savoir en Ontario ». Ce document de 23 pages propose un ensemble de changements profonds, notamment des « programmes d'études de trois ans menant à un grade [...] axés sur le marché du travail », la reconnaissance pleine et entière, par tous les établissements d'enseignement, des crédits alloués pour les cours d'introduction et les cours obligatoires, et une expansion importante de l'offre de cours en ligne, qui pourraient constituer jusqu'au tiers des cours.

Dans une allocution prononcée le 24 juillet dernier au collège Fanshawe à London (Ontario), Glen Murray, ministre de la Formation et des Collèges et Universités, a vivement conseillé aux administrateurs, au corps professoral et aux étudiants d'adhérer à la nouvelle « réalité », selon son propre mot, de l'apprentissage en ligne planétaire.

« Nous assistons à une véritable révolution. Nous devons nous garder de suivre la tendance trop timidement, car nous pourrions être laissés derrière dans ce monde sans frontières », a-t-il déclaré. « Je regrette de vous annoncer que les murs de vos établissements ont été supprimés, de même que les portes et les fenêtres, de sorte que vos étudiants peuvent poursuivre leur apprentissage n'importe où et n'importe quand dans le monde. »

Selon M. Murray, des changements s'imposent pour abaisser les coûts de l'éducation postsecondaire et améliorer la productivité. « Nous devons prendre la voie de l'innovation

Voir ONTARIO à la page A5 →

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2705, promenade Queensview Drive
Ottawa (Ontario) K2B 8K2
Tel: 613-820-2270 / Fax: 613-820-2417
duhaime@caut.ca

President / Président
Wayne Peters

Executive Director / Directeur général
James Turk

Maneging Editor / Rédectrice en chef
Liza Duhaime

Advertising / Publicité
Rosa Labocceta (ads@caut.ca)

Circulation / Diffusion
Nicole Gagné (gagne@caut.ca)

Grephic Design / Graphisme
Kevin Albert

Editorial Board / Comité de rédection
Wayne Peters — James Turk
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COMMENT
OPINIONS

COMMENTARY

Indentures Are a Sign of Universities' Decline into a Factory System

Unpaid research posts represent the latest step in the 'proletarianisation' of the academy, argues Ross Perlin

RECENT graduates – those who can afford to, anyway – resign themselves to months of unpaid interning, treading water in the labour market. The jobless, thanks to the government's controversial workfare schemes, are pressed into uncompensated service in a modern version of Lenin's all-Russia subbotniks. Meanwhile, those fortunate enough to be employed in paid work fearfully contribute a collective 2 billion hours of unpaid overtime to their employers every year.

Now the employment practices of higher education have come under the spotlight. First was the University of Birmingham, which blithely sought an "honorary" unpaid research assistant to work at least two days a week on a "voluntary basis." Then it was University College London and the Anna Freud Centre, where researchers had the temerity to advertise for a research assistant intern based at UCL, full-time or part-time, unpaid for six months.

Subsequent outcries led to the rapid removal of both postings, but the mentality behind them continues to spread, slick as an oil spill, from sector to sector. We appear to be entering a golden age of unpaid labour, and the mighty and well-salaried are not short on justifications. 'It's for their benefit, after all – they're making an investment," some counsel. "They don't have the experience anyway. They should be grateful for the opportunity," others chime in. "Do this work because you love it, not for the cash" is the sage advice of still others, whose nests have typically already been feathered.

Lost in all of this is the fundamental ethic of paying fair wages for a hard day's work, and consideration of the broader social effects that result when you break that link. As the science writer Ben Goldacre pointed out after the two recent UK positions were advertised, unpaid positions "are harmful to the culture" of the professions where they take root and "mean that the children of wealthy parents get in, get ahead, and do better." In academia, will we see the return of the "gentleman scientist" when what we really need is a diverse group of professionals secure enough to take risks?

Austerity, of course, is the master pretext, all about passing on the pain to the weakest link – and in the academic workforce that means postgraduate students, postdoctoral researchers and early-career academics. The advertisers of the six-month post excused themselves on the grounds that they were "in receipt of only very limited funding" and that none of the senior researchers, presumably salaried already, "will receive financial remuneration for the time they invest."

In higher education as a whole, the increasing use of postgraduates for low-paid, and even unpaid, work is chalked up disingenuously to funding cuts. In the US, the casualisation of the academic workforce has proceeded in parallel with a meteoric increase in tuition fees and other university costs. Both are symptoms of the same malaise: the diversion of resources to profiteers, administrators and those at the top of the pyramid.

"Casualisation is coming to all of us if we do not fight it," Philip Inglesant, a senior research fellow at the University of Edinburgh, told this year's University and College Union conference in Mancbester, where the prevalence of fixed-term contracts came under discussion. The UCU's anti-casualisation committee continues to raise the alarm. Earlier this year at its inaugural meeting in London, the Postgraduate Workers Association called for both the UCU and the National Union of Students to investigate the conditions faced by PhD students. Likewise, a recent British Academy report identified postgraduate funding as "the neglected dimension," noting rising fees, a shortage of funding and the difficulty of obtaining loans – to which we might add the prospect of poor and burdensome working conditions.

On my side of the Atlantic, the casualisation of academic work is so far advanced that the American Association of University Professors has declared the tenure system, which now covers as little as 30 per cent of academic staff, "all but collapsed." Instead, contingent and precarious academic workers, under a confusing array of titles, now make up the clear majority: adjuncts, lecturers, instructors, part-timers, non-tenure track clinical faculty, postdocs, teaching assistants and so on. Earnings can be meagre – often less than $2,000 per course – and non-existent in some fringe cases. Unpaid research positions barely raise an eyebrow, although recent campaigning by adjuncts, postdocs and doctoral students represents a rare bright spot on the bleak American labour scene.

The larger global context is what sociologists Stanley Aronowitz and William DiFazio have called the "proletarianisation" of knowledge workers. The self-satisfied feeling of being engaged in the world of ideas and research – and thus somebow above the tawdry details of repetitive or manual work, different from other labourers – will not make a smidgen of difference in the end. Even in the sacrosanct academy, few will remain exempt from the precarious labour regime, which aims to maximize "flexibility" by using unpaid workers when possible and making sure that most paid workers remain malleable, "low overhead" and "just-in-time." Don't say you didn't see it coming. The stirrings of resistance will have to grow a thousandfold to stop it. ■

Ross Perlin is author of *Intern Nation: How to Earn Nothing* and *Learn Little in the Brave New Economy* (Verso, 2011).

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PRESIDENT'S COLUMN

Defending the Most Vulnerable among Us

By WAYNE PETERS

THE importance of Canada's universities and colleges is greater than ever. Yet, they are now facing some of the most difficult times in their history. Significant government underfunding, casualization, corporatization, privatization, marginalization of basic research and scholarly work, and a diminishing academic voice all threaten the quality and integrity of the academy and its ability to serve in the public interest.

In all of this, our contract academic staff colleagues are the most vulnerable among us. Unchecked casualization of our academic staff ranks has produced an unprecedented number of contract members working in extremely precarious, poorly-paid positions in our sector. In fact, post-secondary education has become one of the major casualized sectors of employment in the country. In some institutions, one half or more of undergraduate courses are taught by contract academics.

Of course, employers like casualized employees because they are a cheap, vulnerable workforce that

> At a time when we are seeing a major assault on labour rights & collective bargaining, contract academic staff have the most to lose.

in times of austerity and retrenchment has few rights and protections. The only protection contract academic staff members have is that which is negotiated into their collective agreements – a difficult process considering the employers' desire to keep them as cheap, flexible labour.

At a time when we are seeing a major assault on labour rights and collective bargaining in Canada, contract academic staff members have the most to lose.

Unionization and the labour rights that accompany it are necessary conditions for eliminating the current exploitation of contract academics. Their working conditions include: little or no job security – and, hence vulnerability to infringement of their academic freedom; no health or pension benefits; no access to support staff or funding for scholarly work or service contributions; no professional development funds; and little or no access to offices and equipment.

By the very nature of their contracts, these members have no access to the full scope of the academic profession. They are not paid to do scholarly work or for service contributions, which are accepted as part of the academic job. However, there is an unwritten demand to pursue these activities to ensure that academic credentials meet tenure standards should a tenure-track job become available. So, contract academics do scholarly work and make service contributions on their own time anyway, effectively subsidizing the academy with unrecognized and unremunerated academic efforts.

Some gains and improvements have begun to be made by individual academic staff associations through collective bargaining. At some institutions, there are provisions for multi-step, stipend scales that increase over time, and for longer-term, renewable contracts that provide some security. There are examples of provisions for seniority and right-of-recall. At a few institutions, there is access to grant-based funding support for scholarly work and research and to professional development support. But all in all, the situation for contract academic staff in this country is still inadequate.

At the end of the day, collective bargaining has been and will continue to be the most effective tool for improving working conditions for contract academic staff. Academic staff associations across the country must continue to work hard at the bargaining table to make gains for their contract members. In particular, it must be understood by all academic staff that such an effort is in the best interest of the academy in general.

As described in my column last month, our ability under labour law to protect our members' working conditions and rights is now under a full economic and legislative attack at both the national and provincial levels. Our ability to represent our members and to collectively bargain on their behalf is threatened as labour laws are undermined and new legislation restricts our collective actions.

Without this long-standing capacity, simply protecting the hard-fought gains garnered for all our members over the years will be a difficult challenge – and making further improvements in this context will be even more difficult. Making them for contract academic staff members, in particular, will be next to impossible.

My message in September was a simple one: we must all work to defend the labour movement in Canada if we are to continue to benefit from collective bargaining. My message in this article is equally simple: during especially challenging times like these, we must ensure the most vulnerable among us are protected and are not unfairly impacted. It is no surprise that the necessary precedents for this are strong labour laws and robust rights to collective bargaining.

One good example of how legislative change driven by economic policy can impact one group of members and not another exists in the recent changes to the Employment Insurance Act. EI claims among contract academic staff members are commonly used as a bridge between contracts. However, the recent legislative changes now mean these individuals will likely fall into the "frequent claimant" category, requiring them to accept job offers outside of their usual field of expertise at wages up to 30 per cent lower than their stipends as contract academics.

See DEFENDING Page A7 ➔

LE MOT DU PRÉSIDENT

À la défense des plus vulnérables d'entre nous

Par WAYNE PETERS

LES universités et les collèges du Canada n'ont jamais été aussi importants. Pourtant, ces institutions traversent aujourd'hui l'une des périodes les plus difficiles de leur histoire. Plusieurs courants tels l'insuffisance du financement public, la précarisation, la privatisation, la marginalisation de la recherche fondamentale et de l'activité savante ainsi que le rétrécissement de l'espace accordé à la voix universitaire mettent en péril la qualité et l'intégrité mêmes du corps professoral, et sa capacité à servir l'intérêt public.

Au sein du personnel académique, ce sont nos collègues contractuels qui sont les plus touchés par ces bouleversements. Par suite de la croissance anarchique du travail intermittent à tous les niveaux du personnel académique, un nombre sans précédent de membres contractuels se trouvent aujourd'hui dans des situations extrêmement précaires, occupant des postes peu rémunérés. En fait, sur l'ensemble des secteurs de l'emploi au pays, l'éducation postsecondaire a aujourd'hui le triste honneur de faire partie du club des secteurs les plus frappés par la précarisation du travail. Dans certains établissements, la moitié, et même plus, de tous les cours du premier cycle sont donnés par des professeurs contractuels.

Évidemment, les employeurs préfèrent embaucher des travailleurs intermittents parce qu'ils ne coûtent pas cher et qu'ils sont vulnérables. En effet, en période de restrictions, ces travailleurs jouissent de peu de droits et sont peu protégés. Le personnel académique contractuel a pour seule protection les dispositions de sa convention collective, dont la négociation s'avère toujours ardue vu l'intérêt de l'employeur à continuer de disposer d'une main-d'oeuvre économique et flexible.

Alors que les droits des travailleurs et le processus de négociation collective font l'objet d'une attaque en règle au Canada, les membres contractuels du personnel académique sont ceux qui risquent le plus de perdre au change.

La syndicalisation et son corollaire, les droits du travail, sont des moyens incontournables pour mettre un terme á l'exploitation actuelle des universitaires contractuels, qui se traduit par l'absence de sécurité d'emploi ou une sécurité d'emploi minimale (ce qui fragilise la liberté académique de ces travailleurs); la non-participation à un régime de soins de santé ou de retraite; l'impossibilité d'obtenir une assistance ou du financement pour les activités savantes ou les activités de service; l'absence d'une aide au perfectionnement professionnel; et un accès tout au plus limité à des bureaux et à du matériel.

Par la nature même de leurs contrats, ces membres ne peuvent participer pleinement á tous les aspects du travail académique. Ils n'ont droit à aucune rémunération pour les activités savantes ou les activités de service, alors que celles-ci sont pourtant reconnues comme faisant partie des fonctions académiques. Malgrè cela, ils sont tenus implicitement d'exercer ces activités pour maintenir leurs titres et compètences à la hauteur des critères de permanence, au cas où un poste menant à la permanence se libérerait. Par consèquent, les universitaires contractuels accomplissent ces activités en dehors de leurs heures de travail, faisant ainsi bénéficier le milieu académique de leurs efforts sans aucune reconnaissance ni rémunération en retour.

Certaines associations de personnel académique ont amèlioré la situation de leurs membres par la négociation collective. Des établissements ont accepté d'intégrer dans les conventions collectives des dispositions qui prévoient des échelles de rémunération à progression continue, et des contrats renouvelables de plus longue durée qui assurent au personnel une certaine sècurité. D'autres ont adopté des dispositions sur l'ancienneté et le droit de rappel. À quelques endroits, le personnel académique contractuel est admissible à des subventions pour les activités savantes et les activités de recherche ainsi qu'á un soutien au perfectionnement professionnel. Mais dans l'ensemble, la situation du personnel académique contractuel dans ce pays laisse encore à désirer.

En fin de compte, la négociation collective a été, et demeurera, l'outil le plus efficace pour amèliorer les conditions de travail du personnel académique contractuel. Les associations de personnel académique au pays ne doivent ménager aucun effort à la table de nègociation pour réaliser des gains au nom de leurs membres contractuels. En particulier, le corps professoral tout entier doit comprendre que l'énergie déployée par les associations profitera á l'ensemble du milieu académique.

Comme je l'ai indiqué le mois dernier, les instruments mis á notre disposition par le droit du travail pour protéger les conditions de travail et les droits de nos membres font l'objet d'attaques virulentes sur les fronts économique et législatif, à l'échelle nationale et provinciale. Les lois du travail en vigueur sont battues en bréche et de nouvelles viennent encadrer indûment nos actions collectives, compromettant l'exécution du mandat de représentation et de négociation collective que nous ont donné nos membres.

Voir À LA DÉFENSE à la page A8 ➔

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COMMENT OPINIONS

COMMENTARY

Don't Confuse Technology with Teaching

By PAMELA HIERONYMI

THIS spring, Harvard University and the Massachusetts Institute of Technology announced a $60-million venture to offer free classes online. On July 24 the University of California at Berkeley said it would also join the effort. John Hennessy, president of Stanford, recently predicted that a technology "tsunami" is about to hit higher education. When justifying their decision to remove Teresa Sullivan as president of the University of Virginia, the Board of Visitors cited, in part, the need to ride this wave.

As we think about the future of education, we need to sharpen our understanding of what education is and what educators do. Education is often compared to two other industries upended by the Internet: journalism and publishing. This is a serious error.

Education is not the transmission of information or ideas. Education is the training needed to make use of information and ideas. As information breaks loose from bookstores and libraries and floods onto computers and mobile devices, that training becomes more important, not less.

Educators are coaches, personal trainers in intellectual fitness. The value we add to the media extravaganza is like the value the trainer adds to the gym or the coach adds to the equipment. We provide individualized instruction in how to evaluate and make use of information and ideas, teaching people how to think for themselves.

Just as coaching requires individual attention, education, at its core, requires one mind engaging with another, in real time: listening, understanding, correcting, modeling, suggesting, prodding, denying, affirming, and critiquing thoughts and their expression.

PHOTO: ROD SEARCEY

A set of podcasts is the 21st-century equivalent of a textbook, not the 21st-century equivalent of a teacher. Every age has its autodidacts, gifted people able to teach themselves with only their books. Woe unto us if we require all citizens to manifest that ability.

Of course, computers do much more than deliver podcasts. They enable new forms of communicating. They present information in incredibly understandable and previously unimaginable ways. They even interact with students; correcting assignments for which there are clearly delineated standards of error and success. They can greatly expand the power of the multiple-choice quiz; they can learn which drills remedy which errors. Computers are getting ever better at correcting grammar and expressions in natural language.

These capacities should be celebrated. But they should not be confused with the training provided by one mind interacting with another — when, for example, a teacher discerns what is on a student's mind (even though the thought may be novel and half-formed); sees how it relates to the material; and knows how to question, encourage, challenge, or otherwise prompt the student to find his or her own way out of confusion, to a clearer expression of thought or a more powerful argument or analysis.

In their online venture, Harvard and MIT may evaluate essays in the humanities with natural-language programs and crowdsourcing: peer-graded essays for everyone, all the time. It is as though elite educators, upon noticing that we can't program a computer to discern what is on the mind of an undergraduate, decided to pretend that if we just let those seeking an education talk among themselves (in grammatically felicitous sentences), they will somehow come to express difficult ideas in persuasive arguments and arrive at coherent, important insights about society, politics, and culture. As someone who spends time with students in directed conversations on difficult subjects, I'm sure this method won't work. We will, instead, produce graduates who cast assumptions they've never really questioned into grammatically correct slogans, and the sloganeers with the catchiest phrases, the most confidence, and the most money will shape the future.

Education matters because ideas matter. Oppressive regimes around the world recognize this and restrict the flow of ideas. Our approach has been, instead, to train ourselves to traffic in ideas, civilly and judiciously.

Technology can make education better. It will do so, in part, by forcing us to reflect on what education is, identify what only a person can do, and devote educators' time to that. (When we build machines that do everything a person can do, we will have created either fellow citizens or enemies; we'll then have other problems.)

Can technology make education less expensive? College is expensive, but colleges do things other than educate. Many courses simply convey information and provide technical vocational skills. These could be automated, presumably at savings. The price tag includes the campus experience — an education of a different sort — with all its lovely, cherished amenities.

But the core task of training minds is labor intensive; it requires the time and effort of smart, highly-trained individuals. We will not make it significantly less time-consuming without sacrificing quality. And so, I am afraid, we will not make that core task significantly less expensive without cheapening it. ■

Pamela Hieronymi is a professor of philosophy at the University of California at Los Angeles and, this year, a fellow at the Center for Advanced Study in the Behavioral Sciences at Stanford University.

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The views expressed are those of the author and not necessarily CAUT.

Ontario : offensive contre l'éducation postsecondaire

→ Suite de la PAGE A1

comme moteur de la productivité. Nous devons faire en sorte que les fonds injectés dans le système nous rapportent plus et viser plus haut. Nous devrions mesurer les résultats et regarder de plus près les compétences et les habiletés de nos diplômés », a-t-il ajouté.

Les changements proposés s'inspirent du Processus de Bologne mis en place dans la foulée de la signature, par des pays de l'Union européenne, de la Déclaration de Bologne centrée sur la promotion de la mobilité des étudiants et des universitaires ainsi que sur l'obtention de gains d'efficience et de résultats mesurables dans le secteur de l'éducation paneuropéen. La Déclaration s'inscrit dans une tendance plus large de réinvention des universités nord-américaines pour qu'elles soient des acteurs économiques centraux dans la production d'une main-d'oeuvre instruite et flexible.

Des opposants mettent toutefois en garde contre une adhésion sans réserve à la Déclaration de Bologne. Dans une note adressée à ses membres, l'association du personnel académique de l'Université de Toronto (UTFA) commente le document de travail du ministère de la Formation et des Collèges et Universités et prévient que les réformes envisagées « pourraient causer un grand préjudice » au secteur de l'éducation postsecondaire en Ontario.

« Dans un contexte de fortes compressions budgétaires, comme au Royaume-Uni, des établissements d'enseignement offrent maintenant aux étudiants la possibilité de décrocher un baccalauréat en deux ans, ou une maîtrise en un an. Par ailleurs, beaucoup sont d'avis que l'inflation des notes et l'érosion de la qualité de l'éducation (un phénomène qui touche même certaines des universités européennes les plus prestigieuses) sont un problème grave. »

Dans la même note, l'UTFA observe également qu'en passant relativement sous silence la recherche, le document de travail donne à penser que celle-ci « est jugée utile et importante uniquement lorsqu'elle est mise à profit dans des applications directes et — apparemment — commerciales liées aux technologies et à la formation qualifiée. »

Le Ministère ampute de 30 millions de dollars le financement du budget de base de tous les établissements pour réaffecter ces crédits à trois établissements qui « sont les plus à même de faire figure [...] de modèles d'établissement d'enseignement supérieur au XXIe siècle ». Pour être admissibles à ce financement, les recteurs des collèges et des universités de l'Ontario ont dû soumettre, avant le 30 septembre, un énoncé de mandat stratégique définissant trois objectifs prioritaires de leur établissement.

« Nous n'avons pas vraiment été consultés », affirme Don Abelson, président de l'association du personnel académique de l'Université de Western Ontario, qui a assisté à l'allocution du Ministre au collège Fanshawe.

« C'est cela qui nous préoccupe dans toute cette démarche. Au fond, Glen Murray est venu donner un spectacle. Il ne veut pas avoir notre avis. Ce gars-là pense qu'il est le père Noël, et que c'est à lui de séparer le bon grain de l'ivraie. »

Le document de travail est très clair : la nouvelle orientation du secteur de l'éducation postsecondaire est directement liée au projet du gouvernement libéral de limiter la rémunération et les pensions dans le secteur public élargi. « Le gouvernement souhaite que tous les partenaires parapublics négocient de manière responsable et considèrent les aspects des conventions collectives qui améliorent la productivité et facilitent la transformation. »

Cette orientation a acquis force de loi au début du mois de septembre, avec l'adoption, par le gouvernement McGuinty, du projet de loi 115 imposant un gel de la rémunération pendant deux ans au personnel enseignant des écoles élémentaires et secondaires ainsi qu'au personnel de soutien. Continuant sur sa lancée, le gouvernement libéral a présenté le 26 septembre un plan visant à restreindre, pendant deux ans, la rémunération et les avantages des employés syndiqués du secteur public, y compris ceux des collèges et des universités.

« La *Loi de 2012 protégeant les services publics* du gouvernement ontarien n'est rien de moins qu'une attaque en règle contre les services publics et les personnes qui les assurent », a déclaré M. Turk, au nom de l'ACPPU. « Elle dénote une approche imprévoyante et dangereuse face à un problème financier. Nous mettrons tout en oeuvre pour aider l'Union des associations des professeurs des universités de l'Ontario et nos associations membres à se mobiliser contre cette loi et les autres modifications préjudiciables proposées par le Ministre. » ■

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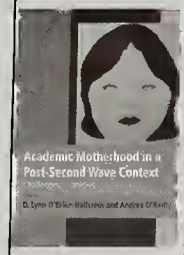

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NEWS ACTUALITÉS

CAUT Declares Bargaining Alert for Concordia University College of Alberta

An "unprecedented assault" on an academic staff association's ability to negotiate a just and fair first agreement has led CAUT to issue an alert for Concordia University College of Alberta, the first time in more than a decade the organization has taken such action.

About 50 academic staff at Concordia were newly unionized in April after applying to the Alberta Labour Relations Board for certification, but are stymied in efforts to negotiate a first collective agreement with the school's administration.

An 'alert' highlights a situation in which an employer passes the bounds of hard bargaining to engage in an extreme form of bad faith bargaining and is seriously inhibiting the free collective bargaining process.

Deb Hemmerling, president of Concordia University College of Alberta Faculty Association, said the mobilizing event for academic staff came last year after the administration presented them with a "draft faculty agreement" that attempted to erode their existing employment rights.

"We realized our jobs were ephemeral," Hemmerling said. "As individual contractors, we felt our concerns wouldn't be heard."

Days after certification – a move that succeeded despite vigorous opposition from the administration – the faculty association served notice to bargain. But the process has been marred by delay, including the employer's initial refusal to accept offered bargaining dates, and culminating in the resignation of the vice-president academic, who acted as the chief negotiator for the employer.

Since then, Concordia has refused to follow normal bargaining conventions, and has arbitrarily ruled certain items out of bounds for the bargaining process, including academic freedom, permanence, promotion, performance evaluation and appointments.

"They've declared that some things aren't bargainable," said Hemmerling. "Our assertion is that if it's about the workplace, it should be in the collective agreement."

– PHOTO COURTESY OF BRENT BERESKA –

She noted that although the two sides are now meeting regularly, these major issues remain unresolved. "But at the end of the day, we have to keep approaching the process with as much good will as possible, and bring that to the table. Ultimately, we will all be working together."

James Turk, CAUT's executive director, said "CAUT will take all measures necessary to publicize the events which led to the invocation of an alert, and provide all possible support to its member association."

Turk advised that if the situation isn't resolved by the parties, CAUT will consider imposing censure through its council.

Concordia College was founded in 1921 by the Lutheran Church to prepare men for preaching and teaching ministries, but now offers a variety of undergraduate and graduate degree programs. Its name was changed to Concordia University College of Alberta in 1995 to reflect its status as a degree-granting institution. ■

Version française à la page A7.

L'ACPPU lance une enquête sur une interdiction de présence au campus du Collège universitaire King's

L'ACPPU a mis sur pied un comité d'enquête spécial qui examinera la façon dont le Collège universitaire King's a traité Ken Luckhardt, membre du corps professoral de session récemment retraité. M. Luckhardt s'est vu imposer une interdiction permanente de présence au campus après avoir formulé des critiques à l'égard de collègues, lesquels ont par la suite déposé une plainte à son endroit.

Avant d'enseigner dans le programme d'études sur la justice sociale et la paix du Collège, M. Luckhardt avait oeuvré chez les Travailleurs canadiens de l'automobile, y compris récemment à son Service international, siège du Fonds de justice sociale des TCA. Anthropologue politique de formation, M. Luckhardt a également enseigné à l'Université de l'Alberta et à l'Université Ryerson.

Les membres du comité d'enquête de l'ACPPU sont Albert Katz, chef du département de psychologie de l'Université de Western Ontario, et Jonathan Haxell, professeur d'archéologie et d'études classiques à l'Université Wilfrid Laurier.

Dans une lettre adressée à David Sylvester, directeur du Collège communautaire King's, James Turk, directeur général de l'ACPPU, a indiqué que le mandat du comité consiste à enquêter sur la façon dont l'administration a traité les critiques formulées par M. Luckhardt concernant des collègues de son département et sur la plainte qui a été déposée à son endroit, à déterminer si les mesures prises par l'administration à l'égard de M. Luckhardt étaient appropriées et si elles violaient sa liberté académique, ainsi qu'à formuler les recommandations appropriées.

Le rapport d'enquête sera soumis au Comité de la liberté académique et de la permanence de l'emploi de l'ACPPU dans les mois à venir. ■

English on page A7.

Report Reveals Hefty Admin Cost Increases at Nova Scotia Universities

THE number of administrative positions and compensation for senior administrators at many Nova Scotia universities have grown disproportionately — some wildly so — compared to faculty and support staff increases at a time when post-secondary institutions were under severe constraints, according to a report recently issued by the Association of Nova Scotia University Teachers.

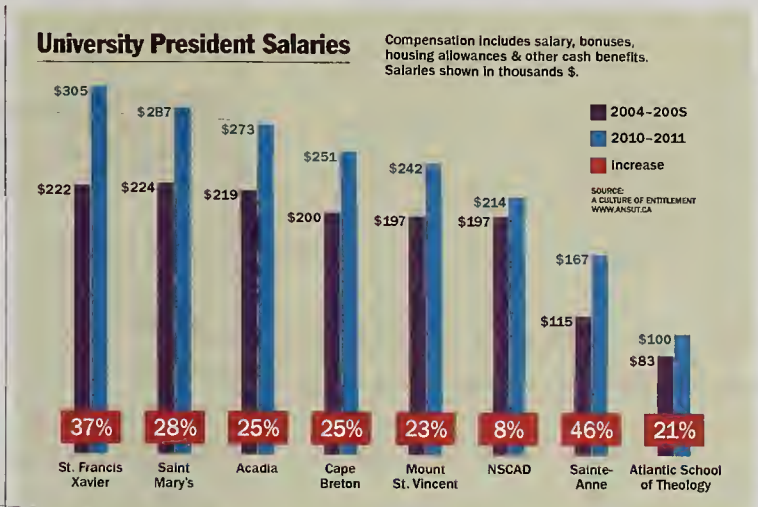
ANSUT's report, called A Culture of Entitlement, uses data gleaned through freedom of information requests to eight universities across the province where faculty are represented by the association, and reveals that the surveyed schools collectively increased salaries for their presidents, vice-presidents, associate or assistant vice-presidents, deans, directors and other administrators by 27 per cent between 2004–2005 and 2010–2011.

Increases over the last seven years varied widely from university to university, with some of the largest percentage jumps in compensation costs for administrators occurring at the Nova Scotia College of Art and Design at 53 per cent, St. Francis Xavier University at 77 per cent, and Cape Breton University at 67 per cent.

"The trend is truly troubling because some of these increases came even as government funding to universities was reduced, and while students continued to pay increased tuition," said ANSUT president Chris Ferns, who attributes the substantial increases in total costs to both higher salaries and growing ranks of administrators.

The surge in administrative salary costs also occurred at a time when faculty and support staff received comparatively modest increases, Ferns notes.

According to the report, average salaries of university faculty across all ranks rose by 18 per cent between 2004–2005 and 2008–2009, while members of the Nova Scotia Government and General Employees Union who work in universities including support staff at Cape Breton University, Dalhousie, St. FX, Saint Mary's University, and Mount Saint Vincent University, saw annual wage increases ranging from less than one per cent to 4 per cent.



The report's authors make a series of recommendations, including a call for the provincial government to develop rules limiting the portion of a university's budget that can be spent on senior administrative expenses including salaries, office expenditures and travel, and establishment of common reporting mechanisms that clearly illustrate university spending, particularly in the areas of instruction and research.

Ferns said ANSUT's received no response to the report from Labour and Advanced Education Minister Marilyn More, but is seeking a meeting with her to advance their recommendations.

He also notes that the common practice of paying hefty sums to departing presidents under the guise of "administrative leave pay" is highlighted in the report as a recurring problem.

"In each year between 2004–2005 and 2010–2011, Acadia (University) was paying its current president as well as a former president," the report states. "In total, Acadia paid $907,627 in administrative leave pay to past presidents during this time. Over this same time, the university paid $1,476,882 in salaries to presidents or acting presidents at the university."

"It was very interesting to read that Acadia was paying for two university presidents ... because of the fairly common practice of paying former presidents one or two years of full salary for 'administrative leave' after they have actually left their jobs as president," said Elisabeth Hans, executive director for the Federation of New Brunswick Faculty Associations.

The federation has also sent access requests to the province's four public universities asking essentially the same questions as ANSUT. "We hope and expect that our universities will respond more quickly than was the case in Nova Scotia, where some took six months to respond," Hans said.

FNBFA is seeking the information pursuant to the New Brunswick Right to Information Law, which has applied to universities there only since Sept. 1, 2012. ■

Version française à la page A8.

L'ACPPU lance un avertissement à l'endroit du Collège universitaire Concordia de l'Alberta

UNE « atteinte sans précédent » à la capacité d'une association de personnel académique de négocier une première convention collective juste et équitable a amené l'ACPPU à lancer un avertissement à l'endroit du Collège universitaire Concordia de l'Alberta. C'est la première fois en plus de dix ans que l'ACPPU prend une telle mesure.

Quelque cinquante membres du personnel académique de Concordia se sont syndiqués en avril dernier, après avoir soumis une requête en accréditation auprès de la Commission des relations du travail de l'Alberta, mais l'administration du Collège fait obstacle à leurs efforts pour négocier une première convention collective.

Un avertissement signale une situation où un employeur se livre, au-delà de la négociation serrée, à des négociations de mauvaise foi et entrave gravement le processus de la libre négociation collective.

Deb Hemmerling, présidente de la Concordia University College of Alberta Faculty Association, a indiqué que l'événement déclencheur pour les membres du personnel académique s'est produit l'an dernier, quand l'administration leur a soumis un « projet de convention » qui visait à restreindre leurs droits en matière d'emploi.

« Nous nous sommes aperçus que nos emplois étaient éphémères », a déclaré Mme Hemmerling. « En tant qu'entrepreneurs individuels, nous doutions qu'on écouterait nos préoccupations. »

Quelques jours après son accréditation — processus qui a réussi en dépit des efforts soutenus de l'administration pour y faire obstacle — l'association du personnel a signifié un avis de négociation. Cependant, le processus s'est embourbé dans des retards, notamment quand l'employeur a refusé dès le départ les dates de négociation proposées, et après la démission du vice-recteur à l'enseignement, qui agissait à titre de négociateur en chef de l'employeur.

Depuis, Concordia a refusé de suivre les procédures normales de négociation et a arbitrairement décidé que certains éléments étaient hors du champ des négociations, y compris la liberté académique, la permanence, l'avancement, les évaluations du rendement et les nominations.

« L'administration a déclaré que certaines choses ne sont pas négociables », a déclaré Mme Hemmerling. « Notre position est que si une chose concerne le milieu de travail, elle devrait être assujettie à la convention collective. »

Elle a ajouté que même si les deux parties se rencontrent maintenant à intervalles réguliers, ces grands enjeux restent non résolus. « Mais au bout du compte, nous devons aborder le processus avec la meilleure volonté possible, et agir en conséquence à la table de négociation. Nous devrons un jour tous travailler ensemble. »

James Turk, directeur général de l'ACPPU, a indiqué que « l'ACPPU prendra toutes les mesures nécessaires pour publiciser les événements qui l'ont amenée à lancer l'avertissement et fournira tout le soutien possible à son association membre. »

M. Turk a ajouté que si les parties n'arrivent pas à résoudre la situation, l'ACPPU envisagera d'imposer une sanction de blâme par l'intermédiaire de son Conseil.

Fondé par l'Église luthérienne en 1921 pour préparer des hommes aux fonctions de pasteur et d'enseignant, le Collège offre aujourd'hui une gamme variée de programmes de premier cycle et d'études supérieures. Il a pris le nom de Collège universitaire Concordia de l'Alberta en 1995 pour refléter son statut d'établissement conférant des grades universitaires. ■

English on page A6.

Committee of Inquiry at King's University College

CAUT has established an ad hoc investigatory committee to examine King's University College's treatment of recently retired sessional faculty member Ken Luckhardt who was permanently banned from campus following his criticism of colleagues, who then filed a complaint against him.

Before teaching at King's in its social justice and peace studies program, Luckhardt worked with the Canadian Auto Workers, most recently at CAW's international department where its Social Justice Fund is housed. A political anthropologist, Luckhardt has also taught at the University of Alberta and at Ryerson University.

The members of the CAUT investigatory committee are Albert Katz, chair of the psychology department at Western University, and Jonathan Haxell, an archaeology and classical studies professor at Wilfrid Laurier University.

In a letter to King's principal David Sylvester, CAUT executive director James Turk advised the committee's terms of reference were to investigate the administration's handling of Luckhardt's criticisms of departmental colleagues and the complaint filed against him; to determine whether the actions taken by the administration in relation to Luckhardt were appropriate and whether they violated his academic freedom; and to make any appropriate recommendations.

The inquiry report will be submitted to CAUT's academic freedom and tenure committee in the coming months. ■

Version française à la page A6.

Defending the Most Vulnerable among Us

→ From PAGE A3

With Fair Employment Week taking place around the country later this month, it is incumbent on all of us to recommit to bargaining for better working conditions for our contract academic staff members. It is not a cliché to say that what is bad for the most vulnerable among us is also bad for all of us. This begins with a pledge to reaching out to our sisters and brothers in the broader labour movement to cooperate in fending off the current assault on the labour movement in Canada. If we are committed to making gains for our contract academic staff members then it is paramount that we protect our labour rights.

Fair Employment Week is an annual campaign designed to draw attention to the situation of contract academics on our campuses. It unites themes of equity, justice and recognition for these individuals. I would encourage you to take note of the week's activity taking place on your campus. If there are none, then I would encourage you even more to contact your association to plan events. ■

Report Vindicates Queen's Prof, Calls for Apology

In a report released last month, a CAUT investigatory committee fully vindicated history professor Michael Mason against actions taken by the Queen's University administration.

In October 2011 his history class (HIST 283, Making of the Third World) was cancelled and the course subsequently reassigned to another faculty member after Mason was accused of racism for quotes he included in his lectures from historical documents he felt showed the persistence of colonial attitudes in contemporary times.

The committee unambiguously supported Mason's teaching and specifically noted that: "Mason discharged his duties diligently and in keeping with both disciplinary conventions and professional standards," the Sept. 20 report says.

The committee also found the administration violated the academic freedom of Mason and acted "callously and irresponsibly" in how it handled complaints about his teaching. "It is our conclusion that administrative employees and officers of Queen's University abused their power and acted in disregard of the wellbeing of one of their teaching employees. We find further, that Professor Mason was denied basic rights, and that academic freedom, both as commonly understood and as defined in the collective agreement between Queen's University Faculty Association and Queen's University, was seriously violated."

The committee has called on the university to issue a letter of apology to Mason and that the letter be placed in his file and published in the university newspaper. The committee has also recommended that, to offset damage to Mason's four-decade career as a historian, Queen's history department establish a $4,000 bursary in his name.

"The report vindicates professor Mason and makes useful recommendations to remedy the situation," said CAUT executive director James Turk. "We urge the university administrators to implement the recommendations out of a sense of fairness to Mason and in order to prevent a similar situation befalling any other faculty member at Queen's." ■

ON THE NET
The CAUT-commissioned 82-page Mason committee report is available at www.caut.ca/uploads/CAUT_AHICReport_Mason_QueensU.pdf.

RELATED
CAUT Launches Inquiry at Queen's over Course Cancellation, Reassignment (*Bulletin*, January 2012.)

Nouvelle-Écosse : un rapport révèle des coûts administratifs outranciers dans des universités

Le nombre de postes et la rémunération au sein de nombreuses administrations universitaires de la Nouvelle-Écosse ont augmenté de façon disproportionnée – parfois outrancière – par rapport aux postes et à la rémunération des membres du corps professoral et du personnel de soutien durant une période où les établissements postsecondaires vivaient de lourdes contraintes budgétaires, selon un rapport publié récemment par l'Association of Nova Scotia University Teachers (ANSUT).

Le rapport de l'ANSUT, intitulé *A Culture of Entitlement*, s'appuie sur des données recueillies en vertu de la législation sur l'accès à l'information auprès de huit universités de la province dont le corps professoral est représenté par l'association. Il révèle que les établissements visés ont collectivement accordé des hausses salariales de 27 % à leurs recteurs, vices-recteurs, vices-recteurs associés ou adjoints, doyens, directeurs et autres administrateurs de 2004-2005 à 2010-2011.

Les augmentations variaient grandement d'une université à l'autre. Parmi les taux d'augmentation les plus marqués, on compte des bausses salariales de 53 % à l'Université Nova Scotia College of Art and Design, de 77 % à l'Université St. Francis Xavier, et de 67 % à l'Université du Cap-Breton.

« C'est une tendance alarmante, puisque certaines de ces augmentations ont eu lieu parallèlement à une réduction du financement gouvernemental aux universités et à la hausse des droits de scolarité payés par les étudiants », a déclaré Chris Ferns, président de l'ANSUT, qui attribue la hausse des coûts administratifs à la fois aux hausses salariales et à l'augmentation des effectifs chez les administrateurs.

En outre, cette flambée des coûts salariaux au sein des administrations universitaires s'est produite durant une période où les membres du corps professoral et du personnel de soutien n'ont reçu comparativement que de modestes augmentations de salaire, a ajouté M. Ferns.

Selon le rapport, le salaire moyen de l'ensemble des professeurs d'université a augmenté de 18 % de 2004-2005 à 2008-2009, tandis que les membres du Nova Scotia Government and General Employees Union qui travaillent dans les universités, y compris le personnel de soutien à l'Université du Cap-Breton, Dalhousie, St. FX, Saint Mary's et Mount Saint Vincent, ont obtenu des hausses salariales annuelles de moins de 1 % à 4 % par année.

Les auteurs du rapport formulent une série de recommandations. Ils exhortent notamment le gouvernement provincial à adopter des règles qui limitent le pourcentage du budget qu'une université peut affecter aux dépenses administratives, y compris les salaires, et les frais de bureau et de déplacement. Ils recommandent aussi l'établissement de mécanismes de rapport uniformes qui permettent une plus grande transparence des finances universitaires, plus particulièrement dans les secteurs de l'enseignement et de la recherche.

Selon M. Ferns, la ministre du Travail et de l'Enseignement supérieur Marilyn More n'a pas encore réagi au rapport, mais l'ANSUT a demandé à la rencontrer pour faire valoir ses recommandations.

Il souligne également que la pratique de verser aux recteurs des sommes considérables au moment de leur départ en guise de « congé administratif » est qualifiée de problème persistant dans le rapport.

« Chaque année de 2004-2005 à 2010-2011, (l'Université) Acadia payait son recteur en poste ainsi qu'un ancien recteur », affirment les auteurs. « Au total, Acadia a versé 907 627 $ à titre de congé administratif à d'anciens recteurs durant cette période, et 1 476 882 $ en salaires à des recteurs ou recteurs par intérim. »

« Il a été très intéressant de lire que l'Université Acadia a payé deux recteurs [...] en raison de la pratique assez courante de payer un salaire complet aux anciens recteurs à titre de "congé administratif" après qu'ils ont en fait quitté leur poste de recteur », a déclaré Elisabeth Hans, directrice générale de la Fédération des associations de professeures et professeurs d'université du Nouveau-Brunswick (FAPPUNB).

La fédération a également soumis des demandes d'accès à l'information aux quatre universités de la province, dans lesquelles elle pose essentiellement les mêmes questions que l'ANSUT. « Nous espérons et prévoyons que nos universités répondront plus rapidement que ce fut le cas en Nouvelle-Écosse où, dans certains cas, l'ANSUT a dû attendre six mois pour obtenir une réponse », a ajouté Mme Hans.

La FAPPUNB a déposé ses demandes d'information en vertu de la *Loi sur le droit à l'information et la protection de la vie privée* du Nouveau-Brunswick qui ne s'applique aux universités de la province que depuis le 1er septembre 2012. ■

English on page A7.

Un rapport blanchit un professeur de Queen's et demande des excuses

Dans un rapport rendu public le mois dernier, un comité d'enquête de l'ACPPU blanchit totalement le professeur d'histoire Michael Mason des plaintes portées contre lui par l'administration de l'Université Queen's.

En octobre 2011, l'université a annulé le cours d'histoire que ce dernier dispensait (HIST 283, *Making of the Third World*) pour le confier par la suite à un autre membre du corps professoral, après que M. Mason fut accusé de racisme du fait des citations tirées de documents historiques dont il étayait ses cours pour illustrer la persistance des attitudes coloniales à l'époque contemporaine.

Le comité a signifié un appui sans réserve à l'enseignement du professeur Mason et a même spécifié, dans son rapport publié le 20 septembre, que « le professeur Mason a exercé ses fonctions avec diligence dans le respect à la fois des conventions disciplinaires et des normes professionnelles ».

Le comité a en outre statué que l'administration avait violé la liberté académique du professeur Mason et traité de façon « insensible et irresponsable » les plaintes relatives à son enseignement. « Nous concluons que les employés et cadres de l'administration de l'Université Queen's ont commis un abus de pouvoir et agi à l'encontre du bien-être de l'un des membres de leur corps professoral. Nous estimons également qu'il y a eu atteinte aux droits fondamentaux du professeur Mason et violation grave de la liberté académique, tant dans son acception courante que dans celle établie dans la convention collective entre la Queen's University Faculty Association et l'Université Queen's. »

Le comité a demandé à l'université d'adresser une lettre d'excuses au professeur, de la verser à son dossier et de la publier dans le journal de l'établissement. Il a également recommandé qu'en compensation des préjudices causés à la carrière d'historien d'une quarantaine d'années du professeur Mason, le département d'histoire de l'Université Queen's établisse une bourse de 4 000 $ en son nom.

« Le rapport blanchit totalement le professeur Mason et contient des recommandations utiles pour remédier à la situation », a déclaré James Turk, directeur général de l'ACPPU. « Nous exhortons l'administration de l'Université Queen's à mettre ces recommandations en oeuvre par souci d'équité envers le professeur Mason et pour éviter qu'un autre membre du corps professoral de l'établissement ne soit victime d'une situation semblable. » ■

SUR LE NET
La version anglaise du rapport de 82 pages du comité d'enquête mis sur pied par l'ACPPU dans cette cause est accessible à www.caut.ca/uploads/CAUT_AHICReport_Mason_QueensU.pdf.

POUR EN SAVOIR PLUS
« Queen's : enquête sur la réattribution d'une charge de cours » (*Bulletin*, janvier 2012.)

À la défense des plus vulnérables d'entre nous

Suite de la PAGE A3

Si les instruments sur lesquels nous nous appuyons depuis longtemps nous font défaut, il sera difficile de simplement protéger les gains acquis de haute lutte pour tous les membres au cours des ans. Réaliser d'autres avancées dans ce contexte sera encore plus difficile. Quant à faire progresser le dossier du personnel académique contractuel tout particulièrement [...] cela sera pratiquement impossible.

Le message de mon article en septembre était simple : la défense collective du mouvement syndical au Canada est la seule voie à suivre pour assurer la survie du processus de négociation collective. Mon message ce mois-ci est tout aussi simple : particulièrement à des époques aussi intenses que la nôtre, il est essentiel de veiller à ce que les plus vulnérables d'entre nous soient protégés et traités équitablement. Les conditions préalables à la réussite des actions en ce sens sont, sans surprise, des lois du travail fortes et des droits à la négociation collective solidement ancrés.

Les changements apportés récemment à la *Loi sur l'assurance-emploi* montrent bien comment une modification législative fondée sur des motifs économiques peut toucher un groupe de membres en particulier. Les contractuels académiques ont couramment recours aux prestations d'assurance-emploi entre deux contrats. Toutefois, en vertu des nouvelles règles du jeu, ces travailleurs seront vraisemblablement considérés comme des « prestataires fréquents », et ainsi obligés d'accepter un emploi dans d'autres secteurs que le leur, à un salaire jusqu'à 30 % inférieur à leur rémunération à titre de contractuels académiques.

Alors que la Semaine de l'équité en matière d'emploi se tiendra partout au pays vers la fin du mois, nous devons tous réaffirmer notre engagement à négocier de meilleures conditions de travail pour les membres contractuels du personnel académique. Ce qui est mauvais pour les plus vulnérables d'entre nous l'est aussi pour nous tous, et ceci n'est pas un cliché. Engageons-nous d'abord à tendre la main à tous les autres syndiqués au pays pour repousser les attaques que subit en ce moment le mouvement syndical au Canada. Si nous sommes déterminés à améliorer le sort de nos membres contractuels, il est essentiel de protéger les droits des travailleurs.

La Semaine de l'équité en matière d'emploi est un événement annuel qui vise à attirer l'attention générale sur la situation du personnel académique contractuel sur nos campus. Elle a pour thème l'équité, la justice et la reconnaissance à l'égard de ces travailleurs. Je vous invite à noter les activités qui se dérouleront sur votre campus à cette occasion. S'il n'y en a pas, je vous encourage fortement à communiquer avec votre association pour en organiser quelques-unes. ■

Global Conference Agrees to Deepen Cooperation

HIGHER education and research personnel across the globe need to work more closely together if they are to successfully tackle the unprecedented challenges they face, concluded a high level meeting of union and association leaders.

More than 120 delegates attended the 8th International Higher Education Research Conference in Buenos Aires last month organized by Education International, the global union federation representing more than 30 million teachers and education workers, and co-hosted by EI's Argentinian affiliate, Confederación Nacional de Docentes Universitarios.

"From draconian cuts in public funding, benefits and pay to rising student tuition fees and ideologically driven assaults on collective bargaining and trade union rights, higher education and research trade unions around the world are in a fight for their lives," said EI's general secretary Fred van Leeuwen in his opening address. "And, in fact, many of these problems are global challenges, requiring global solutions."

Van Leeuwen added that defending and promoting the rights of academic and general staff is the key to ensuring that higher education can fulfill its role of serving the public interest.

"No academic institution, particularly in a world characterized by increased academic mobility and competition for talent, can ever hope to be successful without a capable and committed professoriate," he said. "But the academic profession today is under increasing stress from austerity measures that are reducing salaries and working conditions, undermining of trade union rights, and increasing fixed-term, casual, and precarious employment. EI has consistently said in our interventions with UNESCO, the OECD, the World Bank, the G-20 and the IMF that investment in public education, including higher education, is critical to exiting the crisis."

CAUT president Wayne Peters (left) with Colombian professor Miguel Angel Beltrán Sept. 27 in Buenos Aires. Dr. Beltrán thanks CAUT for supporting him while wrongly imprisoned & persecuted by Colombian authorities.

CAUT president Wayne Peters participated in a panel discussion on research and academic integrity, highlighting recent controversies in Canada in which several universities have inappropriately ceded academic control over programs to external donors.

"In all the cases we've encountered, our message has been a simple but powerful one: that universities must serve the public interest, not private ones," said Peters. "Sadly, we've learned that some university administrators are all too willing to sacrifice integrity for money, allowing outside interests to shape what they do and whom they hire in return for funding. It has been CAUT's experience that organizations and unions like the ones represented in this room today are, in the end, the only ones that can and do work to defend the integrity of higher education."

Delegates also debated and endorsed an EI policy statement on tuition fees that argues for the elimination of fees where they exist.

"I do not for a moment believe that a privately financed higher education system that pushes students and their families deeper into debt is sustainable," said EI's van Leeuwen. "It is a sub-prime model of education built on the very same house of cards – or more precisely credit cards – that led to the global financial crisis."

Recognizing the common threats faced by academics worldwide, leaders agreed to strengthen cooperation, information sharing and best practices around campaigning, organising, collective bargaining, and the promotion of equity within the sector.

A special emphasis was placed on the need to strengthen international solidarity and development cooperation initiatives. As a first step, a letter of solidarity with Colombian professor Miguel Angel Beltrán was issued and signed by participants.

Beltrán attended the conference and described how he was falsely accused by Colombian authorities of supporting terrorism because his academic work was critical of the government. He was jailed for two years without trial and tortured before he was released in 2011 with all charges dropped as a result of international pressure.

Following his release he received death threats and fled the country fearing for his life. The EI letter of solidarity calls on the administration of the Autonomous University of Colombia to extend Beltrán's sabbatical leave until assurances of safety by the Colombian authorities.

Comberty Rodríguez García, EI's chief regional coordinator for Latin America, concluded the conference by emphasizing the significance of the global gathering.

"This conference has proven that by standing together, we are stronger and can successfully meet the many challenges faced by higher education and research institutions, trade unions, staff and students," he noted. ■

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CENTRE for INNOVATIVE MANAGEMENT

Post-Secondary Education Faces Serious Attack in Ontario

From PAGE A1

Glen Murray, the minister of training, colleges and universities, speaking at Fanshawe College in London, Ontario on July 24, warned administrators, faculty and students to embrace, what he called, the new "reality" of globalized online teaching.

"There's a revolution going on out there. If we have a tepid response to it, this borderless world will reach right past us," said Murray. "I hate to break this to you, that someone has taken the walls off your institution. Matter of fact, they removed the doors and windows and students can learn anywhere, any time in the world."

Murray said the changes are necessary to reduce post-secondary education costs and improve productivity. "We have to make innovation drive productivity. We have to make the dollars in the system start working harder and the outcomes greater. What we should be doing is measuring outcomes and looking at what competencies and skills students have when they graduate," he said.

The proposed changes are modelled on the so-called Bologna Process, under which signatory European Union nations sought to promote student and labour mobility, and to foster efficiencies and measurable outcomes across the European education sector. The Bologna Declaration is part of a broader trend in which universities in the EU and North America are being reimagined as having a central economic role in the production of a flexible educated workforce.

But opponents caution against uncritically embracing the Bologna Declaration. Commenting on the ministry's discussion paper in a memo to its members, the University of Toronto Faculty Association warns the reforms "could do serious damage" in Ontario.

"Because of severe austerity, e.g., in the UK, some institutions are now offering 2 year Bachelor's degrees, 1 year Masters, while grade inflation and the erosion of educational quality (including at some of the most prestigious universities in Europe) are perceived by many as a serious problem."

The UTFA memo also notes "the discussion paper's relative silence on research creates the impression that, to the extent research is upheld as worthy, it is only when translated into direct and – seemingly – commercial applications in terms of technologies and skilled worker training that research matters at all."

The provincial ministry is cutting $30M out of base-budget funding for post-secondary education and allocating the money to three institutions that "demonstrate the greatest ability to serve as ... models of advanced education in the 21st century." To be eligible for the money, Ontario university and college presidents were given a Sept. 30 deadline to submit strategic mandate agreements detailing their institution's top three priorities.

"There hasn't been any real consultation," says Don Abelson, president of the University of Western Ontario Faculty Association, and who attended the Fanshawe College presentation.

"That is what's disturbing about this process. It was basically the Glen Murray dog-and-pony show. He's not interested in any feedback. Here's a guy who thinks he's Santa Claus, and will determine who's naughty and who's nice."

The discussion paper made clear the new direction imagined for post-secondary education is directly connected to the Liberal government's desire to limit compensation and pension benefits across the broader public sector. "The government expects all broader public sector partners to bargain responsibly and to consider aspects of collective agreements that enhance productivity and facilitate transformation."

That policy took legislative form in early September when the McGuinty government passed Bill 115, which imposed a two-year wage freeze on elementary and secondary school teachers and support workers. The move was quickly followed Sept. 26, with a Liberal plan to restrain compensation and benefits for two years for unionized public sector employees, including at colleges and universities.

"The Ontario government's 'Protecting Public Services Act' is an attack on public services and those who deliver them," said CAUT's James Turk. "It is a short-sighted and destructive approach to a financial problem. We will do everything possible to assist the Ontario Confederation of University Faculty Associations and our member associations to mobilize against this legislation and the other harmful changes the Minister is proposing." ■

2013 Izaak Walton Killam Postdoctoral Fellowships

Izaak Walton Killam Postdoctoral Fellowships (KPDF) in most fields of study are tenable for up to two years at Dalhousie University, located in Halifax, Nova Scotia, Canada. KPDFs are valued at $44,000 CDN per year plus travel allowance, a one-time $3,000 research grant, and a $1,000 conference travel grant. Applicants must have recently completed a PhD (Jan 2011 or later) at a recognised university and have no current affiliation with Dalhousie University. Applications must be submitted no later than 17-Dec-12. Full details available at:

dalgrad.dal.ca/kpdf

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Censured Administrations in the United States

INVESTIGATIONS by the American Association of University Professors of the administrations of the institutions listed below show that, as evidenced by a past violation, they are not observing the generally recognized principles of academic freedom and tenure approved by AAUP, the Association of American Colleges and Universities, and more than 200 other professional and educational organizations which have endorsed the 1940 Statement of Principles on Academic Freedom and Tenure (available at www.aaup.org).

This list is published for the purpose of informing AAUP members, the profession at large, and the public that unsatisfactory conditions of academic freedom and tenure have been found to prevail at these institutions. Names are placed on or removed from this censure list by vote of AAUP's annual meeting.

aaup
AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

Placing the name of an institution on this list does not mean that censure is visited either upon the whole of the institution or upon the faculty, but specifically upon its present administration. The term "administration" includes the administrative officers and the governing board of the institution. This censure does not affect the eligibility of nonmembers for membership in AAUP, nor does it affect the individual rights of members at the institution in question.

Members of AAUP have often considered it to be their duty, in order to indicate their support of the principles violated, to refrain from accepting appointment to an institution so long as it remains on the censure list. Since circumstances differ widely from case to case, AAUP does not assert that such an unqualified obligation exists for its members; it does urge that, before accepting appointments, they seek information on present conditions of academic freedom and tenure from AAUP (1133 19th St., NW, Suite 200, Washington, DC 20036) and prospective departmental colleagues. AAUP leaves it to the discretion of the individual, possessed of the facts, to make the proper decision.

The list contains only administrations which are still under censure (many others have been removed from the list after improving their practices and procedures). "Report published" refers to AAUP's *Academe* volume in which a report about the institution appears. Starting in 2010 reports can be found online and in the AAUP *Bulletin*. ■

American Association of University Professors: Censure List

INSTITUTION NAME	REPORT PUBLISHED	YEAR
Grove City College *PENNSYLVANIA*	March 1963 (15-24)	1963
Frank Phillips College *TEXAS*	December 1968 (433-38)	1969
Concordia Seminary *MISSOURI*	April 1975 (49-59)	1975
Murray State University *KENTUCKY*	December 1975 (322-28)	1976
State University of New York	August 1977 (237-60)	1978
Phillips Community College of the University of Arkansas	May 1978 (93-98)	1978
Nichols College *MASSACHUSETTS*	May 1980 (207-12)	1980
Yeshiva University *NEW YORK*	August 1981 (186-95)	1982
American International College *MASSACHUSETTS*	May–June 1983 (42-46)	1983
Metropolitan Community Colleges *MISSOURI*	March–April 1984 (23a-32a)	1984
Talladega College *ALABAMA*	May–June 1986 (6a-14a)	1986
Pontifical Catholic University of Puerto Rico	May–June 1987 (33-38)	1987
Husson College *MAINE*	May–June 1987 (45-50)	1987
Hillsdale College *MICHIGAN*	May–June 1988 (29-33)	1988
Southeastern Baptist Theological Seminary *NORTH CAROLINA*	May–June 1989 (35-45)	1989
The Catholic University of America *DISTRICT OF COLUMBIA*	September–October 1989 (27-40)	1990
Dean College *MASSACHUSETTS*	May–June 1991 (27-32)	1992
Baltimore City Community College *MARYLAND*	May–June 1992 (37-41)	1992
Loma Linda University *CALIFORNIA*	May–June 1992 (42-49)	1992
Clarkson College *NEBRASKA*	May–June 1993 (46-53)	1993
North Greenville College *SOUTH CAROLINA*	May–June 1993 (54-64)	1993
Savannah College of Art and Design *GEORGIA*	May–June 1993 (65-70)	1993
University of Bridgeport *CONNECTICUT*	November–December 1993 (37-45)	1994
Benedict College *SOUTH CAROLINA*	May–June 1994 (37-46)	1994
	January–February 2005 (51-54)	2005
Bennington College *VERMONT*	March–April 1995 (91-103)	1995
	January–February 1998 (70-75)	1998
Alaska Pacific University	May–June 1995 (32-39)	1995
St. Bonaventure University *NEW YORK*	July–August 1995 (65-73)	1996
National Park Community College *ARKANSAS*	May–June 1996 (41-46)	1996
Saint Meinrad School of Theology *INDIANA*	July–August 1996 (51-60)	1997
Minneapolis College of Art and Design *MINNESOTA*	May–June 1997 (53-58)	1997
Brigham Young University *UTAH*	September–October 1997 (52-71)	1998
University of the District of Columbia	May–June 1998 (46-55)	1998
Lawrence Technological University *MICHIGAN*	May–June 1998 (56-62)	1998
Johnson and Wales *RHODE ISLAND*	May–June 1999 (46-50)	1999
Albertus Magnus College *CONNECTICUT*	January–February 2000 (54-63)	2000
Charleston Southern University *SOUTH CAROLINA*	January–February 2001 (63-77)	2001
University of Dubuque *IOWA*	September–October 2001 (62-73)	2002
Meharry Medical College *TENNESSEE*	November–December 2004 (56-78)	2005
University of the Cumberlands *KENTUCKY*	March–April 2005 (99-113)	2005
Virginia State University	May–June 2005 (47-62)	2005
Our Lady of Holy Cross College *LOUISIANA*	January–February 2007 (60-68)	2007
Bastyr University *WASHINGTON*	March–April 2007 (106-120)	2007
Cedarville University *OHIO*	May–June 2009 (58-84)	2009
Nicholls State University *LOUISIANA*	November–December 2008 (60-69)	2009
North Idaho College	May–June 2009 (85-92)	2009
Stillman College *ALABAMA*	March–April 2009 (94-101)	2009
Clark Atlanta University *GEORGIA*	February 2010	2010
University of Texas Medical Branch at Galveston	April 2010	2010
Bethune Cookman University *FLORIDA*	October 2010	2011
Louisiana State University Baton Rouge	July 2011	2012
Northwestern State University of Louisiana	April 2012	2012
Southeastern Louisiana University	April 2012	2012

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■ **ACCOUNTING — Memorial University of Newfoundland.** Applications are invited for a tenure-track faculty position in accounting at all ranks with a proposed commencement date of July 1, 2013. Salary will be commensurate with qualifications and experience. The position is subject to budgetary approval. The successful applicant will be expected to teach undergraduate and graduate courses as well as to conduct research in auditing, financial accounting, management accounting, tax, or a related discipline. Applicants should have a PhD/DBA in accounting and have a demonstrated commitment to teaching and research quality in a university environment. Applicants must have demonstrated research productivity commensurate with the rank of appointment. Evidence of completed earned doctorate is required for the appointee to receive the rank of Assistant Professor or higher and to be in a tenure-track position. (If a successful candidate has not completed an earned doctorate, he/she shall be appointed to a regular term, non-renewable three-year appointment at the rank of Assistant Professor. If the candidate completes all the requirements for the doctorate during the first 24 months of the term appointment, he/she shall begin a tenure-track appointment following completion of the requirements of the degree.) The Faculty of Business Administration is a leader in management education with AACSB international Accreditation. Approximately 1,000 students are registered in the undergraduate programs of the Faculty, with another 200 students completing graduate programs. The Faculty also has an active international exchange program with universities in Europe, Asia, and Mexico. For additional information about our Faculty, please visit our web site at www.business.mun.ca. Applicants are asked to email a copy of their curriculum vitae together with three letters of reference to: deanfba@mun.ca, quoting the competition number VPA-BUSI-2012-001. Deadline for receipt of applications is November 1, 2012. For further information telephone: (709) 864-8851 or fax: (709) 864-2467 or e-mail: deanfba@mun.ca. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning. In St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

■ **ANTHROPOLOGY (SOCIO-CULTURAL ANTHROPOLOGY) — Brandon University.** Brandon University is a leader in providing high quality education to over 3,500 full- and part-time students in arts, sciences, education, music, and health studies. Based in southwestern Manitoba, Brandon University also offers pre-professional and Masters programs, as well as innovative and award-winning outreach programs in a personalized learning environment. The Department of Anthropology at Brandon University is seeking to fill one (1) probationery tenure-track position in Socio-Cultural Anthropology. A PhD in Cultural Anthropology is preferred but ABD applicants who will have completed their degree requirements at the time of appointment will also be considered. The successful candidate will be expected to teach a wide range of undergraduate courses in Socio-Cultural Anthropology. The area of specialization is open, but expertise in applied anthropology, medical anthropology, social theory, globalization and transnational processes would be particularly welcome. Applicants must have an active research and publishing program as well as demonstrated excellence in teaching. Applicants are advised that as this is a rank open competition; applications will be evaluated relative to the point in career of the applicant. Rank and salary will be commensurate with qualifications and experience. The preferred start date is 1 July 2013. Applications will be accepted until 30 November 2012 or until the position is filled. Interested candidates should forward their vita and supporting documentation providing evidence of teaching and research accomplishment and arrange for three letters of reference to be sent to: Dr. Bruce Strang, Dean of Arts, Brandon University, 270-18th Street, Brandon, Manitoba, Canada R7A 6A9. E-Mail: SocCult Search@brandonu.ca. We thank all applicants for their interest and effort in applying for this position and advise that only candidates selected for interviews will be contacted. Short listed candidates will be expected to provide copies of credentials at time of interview. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority.

■ **ASTROPHYSICS (CITA ASSISTANT/ASSOCIATE PROFESSOR) — University of Toronto.** The Canadian Institute for Theoretical Astrophysics (CITA), a national centre for theoretical astrophysics hosted by the University of Toronto, invites applications for a tenure-stream faculty position, to commence July 1, 2013. The search is open to candidates at the Assistant or Associate Professor level. Applicants from any area of theoretical astrophysics, cosmology and early universe physics are encouraged to apply; we seek candidates with exceptionally strong and internationally recognized research records, and outstanding promise of future research accomplishments. Additional selection criteria include demonstrated excellence in teaching, in particular working with research fellows, graduate and undergraduate students, and to assume a leadership role in administering CITA's active postdoctoral and visitor programs. The successful candidate will demonstrate excellence in research and have a strong commitment to excellence in teaching. Salary will be commensurate with qualifications and experience. CITA is an Institute within the Faculty of Arts and Science, University of Toronto. The present complement of research staff includes six faculty and over 25 research fellows. The unique research environment at CITA is enhanced by close ties to the Department of Astronomy and Astrophysics, the Dunlap Institute, the Department of Physics, and the Canadian Institute for Advanced Research Cosmology and Gravity Program. We encourage applicants to apply online at www.cita.utoronto.ca/faculty-search. All enquiries should be sent to citadmin@cita.utoronto.ca using the subject line "Faculty Search". Applicants should submit a curriculum vitae, a bibliography, a statement of research interests, and provide the names and contact information of three referees who will be contacted by us for letter of recommendation. The deadline for all materials and letters of recommendation is December 1, 2012. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. This is an international search. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **ASTROPHYSICS (CITA NATIONAL FELLOWSHIPS) — University of Toronto.** CITA is a national centre for theoretical astrophysics located at the University of Toronto. As part of its mandate to promote research throughout Canada, the Institute provides partial support for postdoctoral fellows working in theoretical astrophysics or closely related fields at Canadian universities other than the University of Toronto, through its National Fellows Program. The responsibility for identifying and nominating potential CITA National Fellows who will work at a given university lies with the faculty at that university. Only faculty at Canadian universities may submit nominations. The deadline for these nominations is November 15, 2012 for fellowships to start in September 2013. Please check with the nominating institution for their internal deadlines. If you are interested in applying for a CITA National Fellowship to be held at a Canadian University, please contact any of the following faculty by email or check the department websites for further application details: 1. Prof. Shantanu Basu, University of Western Ontario (basu@uwo.ca); 2. Prof. Paul Charbonneau, Université de Montréal (paulchar@ASTRO.UMontreal.CA); 3. Prof. Alan Coley, Dalhousie University (aac@mathstat.dal.ca); 4. Prof. Andrei Frolov, Simon Fraser University (www.sfu.ca/physics/cosmology); 5. Prof. Mike Hudson, University of Waterloo (postdocjob@astro.uwaterloo.ca); 6. Prof. Natasha Ivanova, University of Alberta (www.physics.ualberta.ca/en/Research/AstronomyAndAstrophysics.aspx); 7. Prof. Douglas Scott, University of British Columbia (www.astro.ubc.ca/cita fellow.html).

C

■ **CHILD & YOUTH MENTAL HEALTH (TIER II CRC) — University of Calgary.** The Department of Psychology, in partnership with the Department of Psychiatry and Hotchkiss Brain Institute, at the University of Calgary invites applications for a tenure-track position and Tier II Canada Research Chair in Child and Youth Mental Health. Child and adolescent mental health has been identified as a priority focus for the university. We are seeking an individual with a strong research record appropriate to a research-oriented doctoral program and who has strong commitments to teaching and research supervision of undergraduate and graduate students. The successful applicant will be expected to establish a successful and externally funded program of research in child and youth mental health. Excellent candidates with active research programs in any area of child and youth mental health will be considered. The position involves teaching, research, and supervision of graduate students. As a member of the clinical psychology program, a doctorate in clinical psychology, including a CPA or APA-accredited clinical internship or equivalent, is required. The successful applicant will be appointed within the Faculty of Arts, Department of Psychology with cross-appointment in the Department of Psychiatry in the Faculty of Medicine and would be a full member of the Hotchkiss Brain Institute. This tenure track appointment will made at the rank of assistant or associate professor. The Canada Research Chair program requires that the successful applicant be within ten years of completing doctoral training. Send letter of application, statement of research interests, statement of teaching philosophy and interests, curriculum vitae, representative reprints/preprints, and at least two letters of recommendation to: Dr. David Hodgins, Chair of the Clinical Psychology Search, Department of Psychology, University of Calgary, Calgary, AB, Canada, T2N 1N4; E-mail: dhodgins@ucalgary.ca. Review of applications will begin November 15 and will continue until the position is filled. With a population of over one million, Calgary is one of Canada's largest head office cities and enjoys a vibrant economic climate based on energy, high-tech, financial services, and tourism. This business environment provides a variety of opportunities for scholars. Situated in the foothills of the Canadian Rocky Mountains, the city offers excellent year-round recreational opportunities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Calgary respects, appreciates and encourages diversity. About U of C: The University of Calgary is a leading Canadian

Advertising Closing Dates
Dates de tombée pour la publicité

Closing dates to place, change, renew, or cancel your advertising material in the *CAUT Bulletin* are listed below. Ad placement closing dates are also the materials due dates. Requests for copy changes, art changes, cancellations, late postings or renewals will generally not be accepted after an ad closing date, and none should be presumed executed without acknowledgment from the *Bulletin*.

ISSUE NUMÉRO	CLOSING DATE DATE DE TOMBÉE
September 2012 septembre	August 08 août 2012
October 2012 octobre	September 12 septembre 2012
November 2012 novembre	October 10 octobre 2012
December 2012 décembre	November 07 novembre 2012
January 2013 janvier	December 05 décembre 2012
February 2013 février	January 09 janvier 2013
March 2013 mars	February 06 février 2013
April 2013 avril	March 13 mars 2013
May 2013 mai	April 10 avril 2013
June 2013 juin	May 08 mai 2013

Les dates de tombée pour réserver, modifier, renouveler ou annuler une annonce à publier dans le *Bulletin de l'ACPPU* sont indiquées ci-dessus. Les dates de tombée des annonces sont aussi les dates de soumission du texte publicitaire. De façon générale, la rédaction du *Bulletin* n'acceptera pas les modifications au texte et aux illustrations, les annulations, les renouvellements ni le matériel soumis en retard après la date de tombée des annonces. Il ne peut être présumé que l'une ou l'autre de ces requêtes a été exécutée sans la confirmation expresse de la rédaction du *Bulletin*.

Publisher's Statement

The *CAUT Bulletin* will not accept advertisements from for-profit post-secondary institutions or job advertisements restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons. The CAUT Policy Statement on Academic Freedom (www.caut.ca/pages.asp?page=247&lang=1) contains fundamental statements of principle which reflect key priorities of this organization. The *CAUT Bulletin* thereby reserves the right to refuse advertisements from any post-secondary institution where such advertisement or practice of the institution appears to demonstrate an intention to restrict (or has in fact restricted) academic freedom.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the American Association of University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at institutions outside of Canada. CAUT publishes a list of colleges and universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, 1133 Nineteenth Street, NW, Suite 200, Washington, DC 20036; tel: (202) 737-5900 or visit www.aaup.org.

Déclaration de l'éditeur

Le *Bulletin de l'ACPPU* n'accepte ni les publicités des établissements postsecondaires à but lucratif ni les offres d'emploi qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles ne soient conformes à la *Loi sur les droits de la personne*. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons. L'énoncé des principes fondamentaux de l'ACPPU sur la liberté académique (www.acppu.ca/pages.asp?page=247&lang=2) reflète les priorités clés de cette organisation. Le comité de rédaction du *Bulletin de l'ACPPU* se réserve donc le droit de refuser de publier les annonces d'un établissement postsecondaire dans le cas où la teneur de ces annonces ou les pratiques de cet établissement démontrent l'existence d'une intention de restreindre la liberté académique (ou restreignent en fait celle-ci).

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté académique et son degré de protection peuvent varier d'un pays à l'autre. À l'exception des États-Unis, où l'American Association of University Professors enquête sur des prétendues violations de la liberté académique, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté académique dans les établissements postsecondaires étrangers. Deux fois par année, l'ACPPU publie une liste des collèges et des universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, 1133 Nineteenth Street, NW, Suite 200, Washington, DC 20036; tél : (202) 737-5900, ou de visiter www.aaup.org.

CAREERS CARRIÈRES

university located in the nation's most enterprising city. The university has a clear strategic direction — Eyes High — to become one of Canada's top five research universities by 2016, grounded in innovative learning and teaching and fully integrated with the community of Calgary. For more information, visit ucalgary.ca. With a population of over one million, Calgary is one of Canada's largest head office cities and enjoys a vibrant economic climate based on energy, high-tech, financial services, and tourism. This business environment provides a variety of opportunities for scholars. Situated in the foothills of the Canadian Rocky Mountains, the city offers excellent year-round recreational opportunities.

■ **COMMUNITY STUDIES — Cape Breton University.** The Department of Community Studies at Cape Breton University invites applications for a tenure-track position in Community Studies at the rank of Assistent Professor to commence July 2013, subject to budget approval. Community Studies courses encourage interdisciplinary, collaborative, and experiential learning where process and content are equally valued. A small group format is central to our pedagogy, bringing theoretical foundations and practical applications together to build skills in problem solving and working for positive social change. Our goal is to help students develop proficiency as motivated, creative community members with an understanding of the applicability of their experiences in the larger world. This pedagogy is foundational to the teaching and learning in Community Studies courses that form the core of the Bachelor of Arts Community Studies program. The successful candidate should have a PhD although ABD candidates will be considered. The PhD may be in any discipline; however, the School's Academic Plan identifies areas for future growth that include: Heritage Studies, Social Justice, and Sport & Human Kinetics. Expertise in any of these areas would be considered an asset. The successful candidate will have a record demonstrating university teaching experience using a process education model where the professor functions as an advisor and co-learner rather than a lecturer. The teaching load may include both on campus and online courses. The successful candidate will have an established research program. Research should focus on issues related to community development, community based research, or other related topics. In addition, there must be a strong commitment to service as demonstrated through a record of community involvement within the university, the discipline and the broader community. The union affiliation of this position is with the Cape Breton University Faculty Association. Qualified candidates should send a letter of application quoting the reference number (COM1301), a complete dossier including curriculum vitae, copy of academic transcripts, evidence of teaching effectiveness, a sample of scholarly writing and three current letters of reference (sent directly to CBU) to the Human Resources Department at Cape Breton University, PO Box 5300, 1250 Grand Lake Road, Sydney, NS, Canada, B1P 6L2. Website: humanresources@cbu.ca or Fax: (902) 563-1324. Email: humanresources@cbu.ca or Website: www.cbu.ca. Applications must be received by 4:00 p.m. November 30, 2012. Email applicants will receive a return email confirming receipt. All qualified candidates are encouraged to apply. However, Canadian citizens and permanent residents will be given priority. CBU is an equal opportunities employer.

■ **CRIMINAL JUSTICE & CRIMINOLOGY — Ryerson University.** The Department of Criminal Justice and Criminology at Ryerson University invites applications for one tenure-track position at the Assistant Professor rank, commencing August 1, 2013, subject to budgetary approval. We are seeking a candidate with an excellent record of research examining the intersections between Crime and Migration, who can also teach in our core curriculum. We are particularly interested in scholars who study the development of domestic and international public policy in this area, but will consider candidates with a wide range of interests/areas of expertise that complement the area and department strengths. Required qualifications include a PhD in Criminology or a related field, evidence of an emerging scholarly record, evidence of high-quality teaching and a capacity for collegial service. Applicants should submit a letter of application, a curriculum vitae, a recent research publications, results of teaching surveys (or equivalent evidence, such as a teaching dossier), and the names of at least 3 individuals who could be contacted for reference letters, to: Chair, Department Hiring Committee, Department of Criminal Justice and Criminology, Ryerson University, 350 Victoria Street, Toronto, Ontario, Canada, M5B 2K3. Confidential inquiries can be directed to the Chair of the Department at kvanne@ryerson.ca. The review of applications will begin Friday, November 16, 2012, and will continue until the position is filled. Please note that applications by fax or e-mail will not be accepted. Only those candidates selected for the short-list of consideration will be contacted for reference letters. Ryerson University is a thriving public university located in downtown Toronto, Canada, and has a full-time registration of nearly 28,000 undergraduate and 2,000 graduate students, as well as 61,000 continuing education registrations. The Department of Criminal Justice and Criminology is housed within the Faculty of Arts, which serves approximately 28,000 undergraduate and graduate students. The Department of Criminal Justice and Criminology offers a highly successful undergraduate program leading to a Bachelor of Arts (BA). Our faculty also contribute to interdisciplinary graduate programs in the Faculty of Arts (MA in Immigration and Settlement Studies and PhD in Policy Studies). For more information about the Department of Criminal Justice and Criminology, see http://www.ryerson.ca/criminaljustice/. This position falls under the jurisdiction of the Ryerson Faculty Association (www.ryerson.ca/~rfa). For details on the Ryerson Faculty Association Collective Agreement and the University's RFA Benefits Summary, please visit http://www.ryerson.ca/teaching/employment_resources/rfa.html and http://www.ryerson.ca/hr/benefits/benefits_by_group/rfa/index.html respectively. Ryerson University is strongly committed to fostering diversity within our community. We welcome those who would contribute to the further diversification of our faculty and its scholarship, including, but not limited to, women, visible minorities, Aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

D

■ **DEVELOPMENT GEOGRAPHY — Western University.** The Department of Geography at Western University, London, Ontario, Canada is seeking a faculty member at the rank of Assistant Professor (probationary) or Associate Professor (probationary or tenured) in the area of Development Geography. We seek an outstanding individual with demonstrated commitment to excellence in research, teaching and service. The candidate must have (or be near completion of) a PhD and a strong record of scholarly activity and shown leadership in their research area. The candidate should be capable of supervising graduate student research, teaching graduate and undergraduate students, obtaining external funds and conducting research on international development. All faculty are expected to participate in administrative committees at the level of the department, faculty and/or university, including service external to the university. Candidates who can complement areas of Departmental and Faculty strength — such as environment, development and health; urban studies; and population and migration — are particularly encouraged to apply. Regional specialization is open to any area of Asia, Africa, or Latin America and the Caribbean. Working relationships with organizations in relevant fields is also desirable. The appointment will be effective July 1, 2013. The appointment is subject to final budgetary approval. Salary will be commensurate with experience. Further information about the Department may be found at: http://geography.ssc.uwo.ca. Applications, including a statement of research and teaching interests, current curriculum vitae and the names and addresses of three referees, together with their e-mail, fax and telephone numbers, should be sent to: Prof. Dan Shrubsole, Chair, Department of Geography, Social Science Centre, Western University, London, Ontario, N6A 5C2, Canada; Tel: (519) 661-3126; Fax: (519) 661-3750; E-mail: dashrubs@uwo.ca. Closing date: November 30, 2012 or until position is filled. E-mailed applications will not be accepted. This position is subject to budgetary approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Western University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

E

■ **ECONOMICS (APPLIED MICROECONOMICS, THEORY/PUBLIC ECONOMICS) — Ryerson University.** The Department of Economics seeks to fill two tenure-track positions at the Assistant Professor rank. The appointments are subject to final budgetary approval and will be effective August 1, 2013. Areas of particular interest are as follows: Applied Microeconomics (Empirical International Trade/Empirical Labour/Empirical Development/Empirical Industrial Organization), Microeconomic Theory or Public Economics. All applicants must have completed a PhD in Economics (or expect to do so by August 2013). Applicants must show potential for excellence in research and in teaching at both the graduate and undergraduate levels. Information on the Department can be found at www.ryerson.ca/economics. To apply for the positions, please visit http://EconJobMarket.org. The entire application process is online; no paper applications will be accepted. The deadline for initial consideration is December 1, 2012. Located in the heart of Toronto, the largest and most culturally diverse city in Canada, Ryerson University is committed to diversity, equity and inclusion. The University is known for innovative programs built on the integration of theoretical and practically oriented learning. Our undergraduate and graduate programs are distinguished by a professionally focused curriculum and strong emphasis on excellence in teaching, research and creative activities. Ryerson is also a leader in adult learning, with the largest university-based continuing education school in Canada. These positions fall under the jurisdiction of the Ryerson Faculty Association (www.ryerson.ca/~rfa). For details on the Ryerson Faculty Association Collective Agreement and the University's RFA Benefits Summary, please visit http://www.ryerson.ca/teaching/employment_resources/rfa.html and http://www.ryerson.ca/hr/benefits/benefits_by_group/rfa/index.html respectively. Ryerson University is strongly committed to fostering diversity within our community. We welcome those who would contribute to the further diversification of our faculty and its scholarship, including, but not limited to, women, visible minorities, Aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **ECONOMICS (INDUSTRIAL ORGANIZATION) — University of Toronto.** The Department of Economics at the University of Toronto St. George campus invites applications for a tenure-stream position in Industrial Organization at the rank of Assistant Professor. The appointment will be effective July 1, 2013. The candidate must have evidence of excellence in research and teaching in Industrial Organization, and have earned a PhD degree or equivalent by July 1, 2013 or soon thereafter. Duties include undergraduate and graduate teaching and research. Salary will be commensurate with qualifications and experience. Applications should be submitted online at www.economics.utoronto.ca/apply. A completed application will include a curriculum vitae, one or more job market paper and three letters of reference. The deadline for applications is November 23, 2012. Please note that paper applications will not be accepted. For more information about the Department of Economics at the University of Toronto St. George campus please visit our home page at http://www.economics.utoronto.ca. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority.

■ **ECONOMICS (MACROECONOMICS) — University of Toronto.** The Department of Economics at the University of Toronto St. George campus invites applications for a tenure-stream position in Macroeconomics at the rank of Assistant Professor. The appointment will be effective July 1, 2013. The candidate must have evidence of excellence in research and teaching in Macroeconomics, and have earned a PhD degree or equivalent by July 1, 2013 or soon thereafter. Duties include undergraduate and graduate teaching and research. Salary will be commensurate with qualifications and experience. Applications should be submitted online at www.economics.utoronto.ca/apply. A completed application will include a curriculum vitae, one or more job market paper and three letters of reference. The deadline for applications is November 23, 2012. Please note that paper applications will not be accepted. For more information about the Department of Economics at the University of Toronto St. George campus please visit our home page at http://www.economics.utoronto.ca. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority.

■ **ECONOMICS (MICROECONOMICS OF PUBLIC POLICY) — University of Toronto.** The Department of Economics and the School of Public Policy and Governance at the University of Toronto St. George campus invite applications for a joint tenure-stream position in the Microeconomics of Public Policy at the rank of Assistant Professor. The appointment will be effective July 1, 2013. The candidate must have evidence of excellence in research and teaching in an applied policy-oriented microeconomic field, and have earned a PhD degree or equivalent by July 1, 2013 or soon thereafter. Duties include undergraduate and graduate teaching and research. Salary will be commensurate with qualifications and experience. The successful applicant will hold a joint appointment between the Department of Economics (51%) and the School of Public Policy and Governance (49%). Applications should be submitted online at www.economics.utoronto.ca/apply. A completed application will include a curriculum vitae, one or more job market paper and three letters of reference. The deadline for applications is November 23, 2012. Please note that paper applications will not be accepted. For more information about the Department of Economics and the School of Public Policy and Governance at the University of Toronto St. George campus, please visit our home pages at http://www.economics.utoronto.ca and http://www.publicpolicy.utoronto.ca, respectively. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority.

■ **ECONOMICS (MICROECONOMICS) — University of Toronto.** The Department of Economics at the University of Toronto St. George campus invites applications for a tenure-stream position in Microeconomics at the rank of Assistant Professor. The appointment will be effective July 1, 2013. The candidate must have evidence of excellence in research and teaching in Microeconomics, and have earned a PhD degree or equivalent by July 1, 2013 or soon thereafter. Duties include undergraduate and graduate teaching and research. Priority will be given to candidates with a research agenda in applied microeconomics. Salary will be commensurate with qualifications and experience. Applications should be submitted online at www.economics.utoronto.ca/apply. A completed application will include a curriculum vitae, one or more job market paper and three letters of reference. The deadline for applications is November 23, 2012. Please note that paper applications will not be accepted. For more information about the Department of Economics at the University of Toronto St. George campus please visit our home page at http://www.economics.utoronto.ca. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority.

■ **ENGLISH — Cape Breton University.** The Department of Languages and Letters at Cape Breton University invites applications for a tenure-track position at the rank of Assistant Professor in the area of Rhetoric, Composition Pedagogy and Discourse Analysis to commence July 2013, subject to budget approval. Candidates should have a PhD (or be near completion) in English or related discipline, and a demonstrated commitment to research, teaching and service. The successful candidate will be expected to pursue a strong research program, to take a leading role in the Department's instruction in composition, and to teach upper-year courses in areas related to his or her areas of expertise. Applied linguistics (English) and/or experience teaching English for Academic purposes to international students in a university setting will be considered an asset, as will a demonstrated interest in Digital Media. The union affiliation of this position is with the Cape Breton University Faculty Association. Qualified candidates should send a letter of application quoting the reference number (ENG1301), a complete dossier including curriculum vitae, copy of academic transcripts, evidence of teaching effectiveness, a sample of scholarly writing and three current letters of reference (sent directly to CBU) to the Human Resources Department at Cape Breton University, PO Box 5300, 1250 Grand Lake Road, Sydney, NS,

DEPARTMENT OF ENGLISH
University of Toronto

Tenure-Stream Positions

Associate / Full Professor – Canadian Literature

Job # 1200430

The Faculty of Arts and Science, University of Toronto invites applications and nominations for the Avie Bennett Chair in Canadian Literature. This is an endowed chair and a tenured appointment in the Department of English at the level of Associate or Full Professor. The Endowed Chair appointment is for a five-year term, with the possibility of renewal for another five-year term following a favorable review. The appointment will be effective July 1, 2013. The role of the Chair will significantly contribute to the body of scholarship in the field of Canadian literature. The successful incumbent will demonstrate a deep commitment to producing the highest quality scholarship on Canadian literature, engaging the Canadian literary community and building a strong public profile as a leading authority on Canadian literature on behalf of the University. The incumbent will forge critical links between scholars of Canadian literature at the University of Toronto and their counterparts at universities and specialized institutions across Canada and abroad who are dedicated to fostering knowledge of the field. Candidates are required to have a PhD. Salary will be commensurate with qualifications and experience.

Assistant Professor – Aboriginal Literature

Job # 1201131

Applications are invited for a tenure-stream position in the field of Aboriginal Literature in the Department of English (51%) and Aboriginal Studies (49%) at the St George campus of the University of Toronto. The appointment will be at the rank of Assistant Professor and will begin on July 1, 2013. Applications are welcomed from candidates qualified to teach, supervise theses, and carry out research in the area of Aboriginal Literature. Qualified candidates will have a PhD in English with specialization in Aboriginal Literature and interest in Canadian Aboriginal issues. Interest in community-based research and Aboriginal methodologies, and experience in working with Aboriginal communities are an asset. Applicants must show evidence of excellence in research and teaching potential. Salary will be commensurate with qualifications and experience. Aboriginal Studies (www.utoronto.ca/abs) is an interdisciplinary program that brings together faculty from across the University of Toronto and works closely with the student services unit First Nations House. Responsibilities involve teaching of undergraduate courses (specific assignments to be negotiated) and regular participation in program activities. The Aboriginal Studies program is affiliated with the Centre for Aboriginal Initiatives at the University of Toronto.

Assistant Professor – Asian North American Literature

Job # 1201127

The Department of English at the University of Toronto, St George campus, invites applications for a tenure-stream appointment in the field of Asian North American Literature. The appointment will be at the rank of Assistant Professor and will begin on July 1, 2013. We are particularly interested in receiving applications from scholars who work in one of the following areas: Chinese, Filipino, Japanese, or Korean diasporic writings. Applicants must have earned a PhD degree in a related field by July 1, 2013 or soon thereafter, with a demonstrated record of excellence in teaching and research. Salary will be commensurate with qualifications and experience.

Assistant Professor – Early English Drama

Job # 1201130

The Department of English at the University of Toronto, St George, invites applications for a tenure-stream appointment in the field of Early English Drama. The appointment will be at the rank of Assistant Professor and will begin on July 1, 2013. We are particularly looking for a late medievalist with research specialization in drama to 1557. An interest in participating in Digital Humanities projects would also be an asset. Applicants must have earned a PhD degree in a related field by July 1, 2013 or soon thereafter, with a demonstrated record of excellence in teaching and research. Salary will be commensurate with qualifications and experience.

Assistant Professor – 20th Century British & Irish Literature

Job # 1201109

The Department of English at the University of Toronto, St George campus, invites applications for a tenure-stream appointment in the field of Twentieth-Century British and Irish Literature. Research and teaching interests in both modern and contemporary literature are desired. The appointment will be at the rank of Assistant Professor and will begin on July 1, 2013. Applicants must have earned a PhD degree in a related field by July 1, 2013 or soon thereafter, with a demonstrated record of excellence in teaching and research. Salary will be commensurate with qualifications and experience.

The Department of English, St George Campus, offers the opportunity to teach and to conduct research in a department that is committed to studying the literatures of English in both their historical depth and their geographical range. Situated in one of the most diverse cities in the world, the Department reflects that diversity in its approach to English as a world language. The Department is committed to excellence in teaching and research. Candidates must display evidence of excellence in these areas.

All qualified candidates are invited to apply by visiting www.uoftcareers.utoronto.ca (see relevant job number).

Applications should include a cover letter, curriculum vitae, teaching dossier (including a statement of teaching philosophy), a statement outlining current and future research interests, and a substantial writing sample. If you have questions about this position, please contact chair.english@utoronto.ca. All application materials should be submitted online. The UofT application system can accommodate up to five attachments (10 MB) per candidate profile; please combine attachments into one or two files in PDF/MS Word format. Submission guidelines can be found at: http://uoft.me/how-to-apply. Applicants should also ask three referees to send letters directly to the department via e-mail to chair.english@utoronto.ca by the closing date, October 31, 2012.

For more information about the Department of English, please visit www.english.utoronto.ca

The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

CAREERS CARRIÈRES

YORK UNIVERSITÉ UNIVERSITY

YORK UNIVERSITY offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of 62,000 students, faculty and staff; as well as over 250,000 alumni worldwide. York's 11 Faculties and 28 research centres are committed to providing an engaged learning and research environment that cuts across traditional academic boundaries.

yorku.ca/acadjobs

The Faculty of Education offers innovative pre-service, graduate and professional development programs. The Faculty values collaboration and an interdisciplinary orientation to education in a multicultural and social justice framework. Its staffing approach encourages faculty in Education to work with educators seconded from their schools and with colleagues from other academic departments across the University.

The Department of Mathematics and Statistics in the Faculty of Science and Engineering offers an innovative mathematics major in Mathematics for Education, which features a common core with all mathematics majors, in the first three semesters, along with a breadth of upper-year mathematics courses and three courses designed for future teachers, but open to all mathematics majors (in Geometry, History of Math, and Research in Mathematics Education). A number of these majors are in concurrent programs with the Faculty of Education while others are preparing for Consecutive Education. In addition, the Graduate Program in Mathematics and Statistics offers a course-based MA in Mathematics for Teachers, with courses targeted at current teachers at high school or college. The Graduate Programs in Education and in Mathematics and Statistics jointly offer a group of courses focused on mathematics education as a Graduate Diploma in Mathematics Education.

Applicants are invited to visit the Faculty of Education's website at www.edu.yorku.ca and the Mathematics and Statistics Department's website at www.math.yorku.ca/new/.

Faculty of Education and Faculty of Science & Engineering

Mathematics Education

York University's Faculty of Education and Faculty of Science and Engineering invite applications for a joint full-time tenure-stream appointment in Mathematics Education at the rank of Assistant Professor, to commence July 1, 2013. All positions at York University are subject to budgetary approval.

Candidates should have completed a master's degree in Mathematics or Statistics and have completed a doctorate in Mathematics Education with evidence of having established, or ability to establish, a strong program of scholarly research in Mathematics Education. The candidates will also have knowledge of mathematics content and pedagogy as reflected in the Ontario curriculum. The successful candidate should show excellence, or the promise of excellence, in teaching and will teach courses and develop curriculum in the undergraduate and graduate programs in both the Faculty of Education and the Department of Mathematics and Statistics, and be able to contribute to professional development programming. The successful candidate must be suitable for prompt appointment to the Faculty of Graduate Studies. A commitment to offer leadership in the Mathematics for Education program will be essential. Contributions that build upon ongoing collaborations in the area of Mathematics Education within the University and beyond will be an asset.

Applicants should submit a detailed letter of application describing their qualifications and research in Mathematics Education in relation to the advertised position and to the context described above, an up-to-date curriculum vitae, and one or two samples of recent scholarly writing, to: **Dr. Alice Pitt, Dean of Education, York University, c/o 239 Winters College, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3.** Applicants are asked to arrange for three scholarly references to be submitted by the deadline to the address above or via e-mail to **edudean@edu.yorku.ca,** clearly marked as "support for position in Math Educatron". The closing date for complete application packages is **January 15, 2013.** *Please note:* Other than references, electronic applications/materials will NOT be accepted.

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at ***www.yorku.ca/acadjobs*** *or a copy can be obtained by calling the affirmative action office at* ***416.736.5713.*** *All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.*

Canada, B1P 6L2. Email: humanresources@ns.aliantzinc.ca; Website: www.cbu.ca. Applications must be received by 4:00 p.m. November 30, 2012. Email applicants will receive a return email confirming receipt. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. CBU is an equal opportunities employer.

■ **ENGLISH (URBAN LITERATURES & CULTURE) — Ryerson University.** The Department of English, Ryerson University (www.ryerson.ca/english), invites applications for one position at the Assistant Professor rank in Urban Literatures and Cultures. The appointment will be effective August 1, 2013. The position is subject to final budgetary approval. Required qualifications include an earned PhD and a record of excellent research and teaching. Candidates are expected to demonstrate a strong research record in Urban Literatures and Cultures, with secondary or related interests in one or more of the following: youth culture; immigrant literatures and cultures; and critical/cultural theory related to urban life and/or "the city." Demonstrated experience with innovative and applied pedagogy, in relation to urban settings, would be an asset. The successful candidate will conduct research/creative work and teach in programs at the undergraduate and graduate levels. Our campus is located in downtown Toronto — one of the world's most cosmopolitan and dynamic cityscapes. Our diverse student body and our distinctive urban environment present many opportunities for interdisciplinary teaching and research as well as creative pedagogy. The department, a member of the Faculty of Arts, offers a BA in English and an MA in Literatures of Modernity. We also contribute to three inter-departmental programs: a humanities BA in Arts & Contemporary Studies, and graduate programs in Communication & Culture and Immigration & Settlement Studies. Located in the heart of Toronto, the largest and most culturally diverse city in Canada, Ryerson University is committed to diversity, equity and inclusion. The University is known for innovative programs built on the integration of theoretical and practically oriented learning. Our undergraduate and graduate programs are distinguished by a professionally focused curriculum and strong emphasis on excellence in teaching, research and creative activities. Ryerson is also a leader in adult learning, with the largest university-based continuing education school in Canada. Applicants should submit a letter describing their areas of research and teaching interests, along with a curriculum vitae, three confidential letters of reference, two samples of their research work, and evidence of teaching effectiveness to: Dr. Randy Boyagoda, Chair, Department of English, Ryerson University, 350 Victoria Street, Toronto, Ontario, Canada, M5B 2K3. Confidential inquiries can be directed to the Chair, Randy Boyagoda, at boyagoda@ryerson.ca. Review of applications will begin December 1, 2012, and will continue until the position is filled. Please note that applications by fax or e-mail will not be accepted. This position falls under the jurisdiction of the Ryerson Faculty Association (www.ryerson.ca/~rfa). For details on the Ryerson Faculty Association Collective Agreement and the University's RFA Benefits Summary, please visit http://www.ryerson.ca/teaching/employment_resources/rfa.html and http://www.ryerson.ca/hr/benefits/benefits_by_group/rfa/index.html respectively. Ryerson University is strongly committed to fostering diversity within our community. We welcome those who would contribute to the further diversification of our faculty and its scholarship, including, but not limited to, women, visible minorities, Aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply, but applications from Canadians and permanent residents will be given priority.

■ **ENGLISH STUDIES (ASSISTANT PROFESSOR) — Université de Montréal.** Professor of English Studies The Department of English Studies invites applications for a full-time tenure-track position as Assistant Professor in an open field. Starting Date: From June 1, 2013. Interested parties should consult the detailed description of this position, information about the competition and deadlines on the Department of English Studies Web site at: www.etang.umontreal.ca/. The University of Montréal upholds the principles of employment equity and welcomes applications from women, ethnic and visible minorities, aboriginals and people with disabilities. In compliance with Canadian immigration requirements, priority shall be given to Canadian citizens and permanent residents.

■ **ENTREPRENEURSHIP — Memorial University of Newfoundland.** Applications are invited for a tenure-track faculty position in Entrepreneurship at any rank with a proposed commencement data of July 1, 2013. Salary will be commensurate with qualifications and experience. The position is subject to budgetary approval. The successful applicant will be expected to teach undergraduate and graduate courses and conduct research in entrepreneurship. Areas of interest may include, but are not limited to, entrepreneurship and small business development, entrepreneurship policy, entrepreneurship development, innovation and commercialization, new venture creation, social entrepreneurship, family business and succession planning. Small and medium enterprises are a vital part of the economy of Newfoundland and Labrador and opportunities exist to work collaboratively and be supported by provincial and federal government programs, and other Memorial University units, such as the Genesis Centre, a campus incubation facility that assists local start-up technology companies in the early stages of development and growth. Applicants should have a PhD/DBA and have a demonstrated commitment to teaching and research in a university environment. Applicants must have demonstrated research productivity commensurate with the rank of appointment. Evidence of a completed earned doctorate is required for the appointee to receive the rank of Assistant Professor or higher and to be in a tenure-track position. (If a successful candidate has not completed an earned doctorate, he/she shall be appointed to a regular term, non-renewable three-year appointment at the rank of Assistant Professor. If the candidate completes all the requirements for the doctorate during the first 24 months of the term appointment, he/she shall begin a tenure-track appointment following completion of the requirements of the degree). The Faculty of Business Administration is a leader in management education with AACSB International Accreditation. Approximately 1,000 students are registered in the undergraduate programs of the Faculty, with another 200 students completing graduate programs. The Faculty also has an active international exchange program with universities in Europe, Asia, and Mexico. For additional information about our Faculty, please visit our web site at www.business.mun.ca. Applicants are asked to email a copy of their curriculum vitae together with three letters of reference to deanfba@mun.ca, quoting the Competnion Number: VPA-BUSI-2012-002. Deadline for receipt of applications is November 1, 2012. For further information telephone: (709) 737-8851 or fax: (709) 737-2467 or e-mail: deanfba@mun.ca. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

■ **ETHNOMUSICOLOGY — Cape Breton University.** The Department of History & Culture at Cape Breton University invites applications for a tenure-track position at the rank of Assistant Professor in the area of Ethnomusicology with strengths in musical analysis and theory. This position will commence in January or July 2013 and is subject to budget approval. The Department of History & Culture is housed in the School of Arts & Social Sciences, which offers both Bachelor of Arts and Bachelor of Arts: Community Studies degrees. Candidates with a PhD are strongly preferred, although ABD candidates will be considered. The successful candidate must have an established teaching and/or research record in the area of analysis and theory of traditionel and popular musics. A research specialization in some aspect of Cape Breton music would be considered a strong asset. The successful candidate will be responsible for teaching undergraduate courses in the theory and analysis of traditional and popular musics, as well es a range of ethnomusicology courses that may include Cape Breton musical traditions. Therefore, undergraduate teaching experience and evidence of teaching excellence are essential. The successful candidate will be required to participate fully in the collegial life of the university by accepting departmental administrative duties and participating on university-wide committees and governance bodies. The union affiliation of this position is with the Cape Breton University Faculty Association. Qualified candidates should submit a letter of application quoting the reference number (ETH1301), a complete dossier including curriculum vitae, copy of academic transcripts, evidence of teaching effectiveness, a sample of scholarly writing and three current letters of reference (sent directly to CBU) to the Human Resources Department at Cape Breton University, PO Box 5300, 1250 Grand Lake Road, Sydney, NS, Canada, B1P 6L2. Email: humanresources@ns.aliantzinc.ca; Website: www.cbu.ca. Applications must be received by 4:00 p.m. November 30, 2012. Email applicants will receive a return email confirming receipt. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. CBU is an equal opportunities employer.

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■ **FINANCE — Memorial University of Newfoundland.** Applications are invited for a tenure-track faculty position in Finance at all ranks with a proposed commencement date of July 1, 2013. Salary will be commensurate with qualifications and experience. The position is subject to budgetary approval. The successful applicant will be expected to teach undergraduate and graduate courses and conduct research in the areas of investments, portfolio management, and derivatives. Preference may be given to applicants with trading room experience and/or online financial databases. Applicants should have a PhD with a demonstrated commitment to teaching and research in a university environment. Applicants must have demonstrated research productivity commensurate with the rank of appointment. Evidence of a completed earned doctorate is required for the appointee to receive the rank of Assistant Professor or higher and to be in a tenure-track position. (If a successful candidate has not completed an earned doctorate, he/she shall be appointed to a regular term, non-renewable three-year appointment at the rank of Assistant Professor. If the candidate completes all the requirements for the doctorate during the first 24 months of the term appointment, he/she shall begin a tenure-track appointment following completion of the requirements of the degree). The Faculty of Business Administration is a leader in management education with AACSB International Accreditation. Approximately 1,000 students are registered in the undergraduate programs of the Faculty, with another 200 students completing graduate programs. The Faculty also has an active international exchange program with universities in Europe, Asia, and Mexico. For additional information about our Faculty, please visit our web site at www.business.mun.ca. Applicants are asked to email a copy of their curriculum vitae together with three letters of reference to deanfba@mun.ca, quoting the competition number: VPA-BUSI-2012-003. Deadline for receipt of applications is November 1, 2012. For further information telephone: (709) 864-8851 or fax: (709) 864-2467 or e-mail: deanfba@mun.ca. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

■ **FRENCH (19TH CENTURY FRENCH STUDIES) — University of Toronto.** The University of Toronto invites applications for a tenure-stream position in the Department of French at the rank of Assistant Professor commencing July 1, 2013. The Department is seeking applicants in the area of Nineteenth-Century French Studies. Candidates must have an excellent command of literary theory and of French culture of the 19th century. Duties include teaching at both the undergraduate and graduate levels. Applicants must have a PhD in French Studies or a closely related discipline and an established record of high quality research and publication. Applicants must also have an excellent teaching record which includes courses in advanced French as a second language (FSL). Applicants must have native or near-native fluency in the French language, as well as a solid working knowledge of English. Salary will be commensurate with qualifications and experience. All qualified candidates are invited to apply online at: https://utoronto.tafeo.net/careersection/10050/jobdetail.ftl. Applications should include a cover letter, curriculum vitae, teaching dossier (including a statement of teaching philosophy), statement outlining current and future research interests, copy of recent publications, the names and email addresses of three referees. If you heva questions about this position, please contact Prof. Pascal Michelucci at french.chair@utoronto.ca. All application materials should be submitted online. The UofT application system can accommodate up to five attachments (10 MB) per candidate profile; please combine attachments into ona or two files in PDF/MS Word format. Submission guidelines can be found at: http://goo.gl/me/how-to-apply. Applicants should also ask at least three referees to send a letter of recommendation directly to the department via e-mail to: french.chair@utoronto.ca by the closing date with the subject line: "Assistant Professor 19th Century French Studies — (your full name)". The closing date for receipt of applications is December 1, 2012. Additional Information on the Department of French can be obtained online at http://www.french.utoronto.ca. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from members of visible minority groups, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents of Canada will be given priority.

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■ **GENDER STUDIES — Brandon University.** Brandon University is a leader in providing high quality education to over 3,500 full- and part-time students in arts, sciences, education, music and health studies. Based in southwestern Manitoba, Brandon University also offers pre-professional and Masters programs, as well as innovative and award-winning outreach programs in a personalized learning environment. We embrace cultural diversity and are particularly committed to the education of First Nations, Métis and Inuit people. Brandon University invites applications for a tenure track Assistant Professor in the Sociology of Gender starting July 1, 2013. The successful candidate would teach courses in both the Department of Sociology and the Gender and Women's Studies Program. He/She would have a strong research and publication profile, as well as demonstrated evidence of excellence in teaching, including introductory classes. The research specialization of the candidate is open, but areas of particular interest include urban sociology, formal education, social policy, social justice, Native studies, cultural studies, queer studies, and masculinity studies. Candidates with a PhD are preferred, but exceptional candidates with a defense date will also be considered. In addition to teaching and research, the successful candidate will be expected to participate actively in building the Gender and Women's Studies program on the campus, through collaboration with community organizations, by means of practicum courses and co-operative education. Brandon University hires on the basis of merit. We are committed to the principle of equity in employment. We welcome applications and encourage applications from women and men, Aboriginal persons, people with disabilities, and visible minorities. Applications must be received by November 15, 2012. Please send a letter of interest, a CV, evidence of successful university-level teaching, a writing sample (a published article or forthcoming publication), and arrange for three letters of reference to be sent to: Dr. Bruce Strang, Dean of Arts, Brandon University, 270-18th Street, Brandon, Manitoba, R7A 6A9. Email: SocGenderSearch@brandonu.ca. We thank all applicants for their interest and effort in applying for this position and advise that only candidates selected for interviews will be contacted. Short listed candidates will be expected to provide copies of credentials at time of interview. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority.

■ **GEOGRAPHY (ENVIRONMENT & URBAN SUSTAINABILITY) — Ryerson University.** The Department of Geography (in the Faculty of Arts) invites applications for a tenure-track position in Environment and Urban Sustainability at the Assistant Professor rank. A PhD (or equivalent) in Geography or a closely related field is required by time of appointment. The position will be effective August 1, 2013, subject to final budgetary approval. The position targets candidates specialized in Environment and Urban Sustainability and is part of the Department's newly formed program in Environment and Urban Sustainability (EUS). Effective teaching and research in EUS and quantitative analysis is desired. The Department of Geography offers two undergraduate programs (Geographic Analysis and EUS) that each lead to a Bachelor of Arts (BA) and offers a graduate program leading to a Master of Spatial Analysis (MSA). Faculty members also contribute

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to Interdisciplinary programs, including Environmental Applied Science and Management, Immigration and Settlement Studies, and Policy Studies. The Department also offers three GIS certificates and has ties to the Centre for the Study of Commercial Activity and the Centre for Immigration and Settlement. The successful candidate will be encouraged to develop ties to the graduate programs in Environmental Applied Science and Management. Experience in establishing research partnerships with private and/or public sectors is beneficial. The successful candidate will have opportunities to teach at both undergraduate and graduate levels, contribute to the EUS program through effective teaching, research and supervision, develop an externally-funded research program, and demonstrate an active publication record. For more information about the Geography Department, see http://www.geography.ryerson.ca. Located in the heart of Toronto, the largest and most culturally diverse city in Canada, Ryerson University is committed to diversity, equity and inclusion. The University is known for innovative programs built on the integration of theoretical and practically oriented learning. Our undergraduate and graduate programs are distinguished by a professionally focused curriculum and strong emphasis on excellence in teaching, research and creative activities. Ryerson is also a leader in adult learning, with the largest university-based continuing education school in Canada. Applicants should submit a curriculum vitae, statements of research and teaching interests, samples of recent publications, and the names and contact information (e-mail address and telephone numbers) of five referees who may be contacted, to: Dr. Brian Ceh, Chair, Department of Geography, Ryerson University, 350 Victoria Street, Toronto, Ontario, Canada, M5B 2K3. Inquiries can be sent to: Dr. Brian Ceh at the address above or by e-mail to: bceh@geography.ryerson.ca. Please note that applications by fax or e-mail cannot be accepted. Review of applications will begin December 3, 2012, and will continue until the position is filled. This position falls under the jurisdiction of the Ryerson Faculty Association (www.ryerson.ca/~rfa). For details on the Ryerson Faculty Association Collective Agreement and the University's RFA Benefits Summary, please visit http://www.ryerson.ca/teaching/employment_resources/rfa.html and http://www.ryerson.ca/hr/benefits/benefits_by_group/rfa/index.html respectively. Ryerson University is strongly committed to fostering diversity within our community. We welcome those who would contribute to the further diversification of our faculty and its scholarship, including, but not limited to, women, visible minorities, Aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply, but applications from Canadians and permanent residents will be given priority.

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■ **HISTORY — Brandon University.** Brandon University is a leader in providing high quality education to over 3,500 full- and part-time students in arts, sciences, education, music, and health studies. Based in southwestern Manitoba, Brandon University also offers pre-professional and Masters programs, as well as innovative and award-winning outreach programs in a personalized learning environment. The Department of History at Brandon University invites applications for a tenure-track position at the Assistant Professor level in Canadian History with a specialization in Western Canada. A PhD in History is strongly preferred, however ABD applicants who will have completed their degree requirements at the time of appointment will also be considered. The successful candidate will be responsible for the continuing development and maintenance of the Canadian history program, and will have the opportunity to develop specialized courses in her or his particular field of research. The area of research specialization is open, but expertise in Prairie History would be particularly welcome. Applicants must have a strong research and publishing profile as well as demonstrated excellence in teaching. Brandon University hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity, and encourage applications from women and men, Aboriginal persons, people with disabilities, and visible minorities. The preferred start date is July 1, 2013. Applications must be received by November 15, 2012. Please send a letter of interest, a CV, evidence of successful university-level teaching and a writing sample (a published article or forthcoming publication), and arrange for three letters of reference to be sent to: Dr. Bruce Strang, Dean of Arts, Brandon University, 270-18th Street, Brandon, Manitoba, Canada R7A 6A9. E-mail: history search@brandonu.ca. We thank all applicants for their interest and effort in applying for this position and advise that only candidates selected for interviews will be contacted. Short listed candidates will be expected to provide copies of credentials at time of interview. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority.

■ **HISTORY (ENVIRONMENTAL HISTORY) — University of Saskatechewan.** The Department of History in the College of Arts & Science at the University of Saskatchewan invites applications for a tenure-track position as an Assistant Professor specializing in Environmental History, to begin July 1, 2013 We seek a scholar who will strengthen and broaden our existing expertise in Environmental History, Temporal, geographical, and thematic specializations are open, but we welcome linkages to current areas of research strength within the Department, including Native-Newcomer relations; the North American Great Plains; twentieth-century politics, policy, and culture; the history of science and medicine; and the history of gender and sexuality. The University of Saskatchewan offers a variety of opportunities for interdisciplinary collaboration related to environment, sustainability, and sense of place. The successful candidate will be welcome to foster connections with the School of Environment and Sustainability; the Global Institute for Water Security; the One Health initiative; the School of Public Health, or the Historical GIS Laboratory. A completed PhD is required and the successful candidate will be expected to develop a vigorous, externally-funded research program. Applicants should demonstrate excellence or promise of excellence in teaching and graduate supervision. A generous package of start-up grants for research purposes will be available upon hiring. The Department of History at the University of Saskatchewan has 20 faculty, strong research programs in a variety of fields, a graduate program with approximately 80 students, half of whom are PhD candidates, and an energetic and innovative undergraduate program. The University of Saskatchewan is located in Saskatoon, a city with a diverse and thriving economic base, a vibrant arts community, and a variety of leisure opportunities. The University has a reputation for excellence in teaching, research and scholarly activities and offers a full range of undergraduate, graduate, and professional programs to a student population of 20,000. The College of Arts & Science offers a dynamic combination of programs in the humanities and fine arts, the social sciences, and the sciences and is home to over 8,000 undergraduate and graduate students and 325 faculty, including 14 Canada Research Chairs. The College emphasizes student and faculty research, interdisciplinary programs, community outreach and international collaboration. Information about the Department, the College, the University, and the city of Saskatoon can be found on the web at www.usask.ca and www.city.saskatoon.sk.ca. Applicants should send a cover letter, a curriculum vitae, a teaching dossier, and a sample of written or published work, and should arrange for 3 letters of reference to be sent directly to: Dr. Jim Handy, Head, Department of History, College of Arts and Science, University of Saskatchewan, 9 Campus Drive, Saskatoon, SK, S7N 5A5, Canada. Application documents may be sent by email to: nadine.penner@usask.ca. The search committee will begin to review applications November 9, 2012, continuing until an appointment is made. In accordance with the University's Employment Equity Policy, the department welcomes applications from all qualified candidates. Women, people of aboriginal descent, members of visible minorities, and people with disabilities are invited to identify themselves as members of these designated groups on their applications. Canadian citizens and permanent residents will be given priority, however highly qualified international applications are welcome.

■ **HISTORY (MOOERN JEWISH HISTORY) — McGill University.** The Department of Jewish Studies, McGill University, invites applications for a tenure-track position in modern Jewish history. Candidates with expertise in the Eastern European Jewish experience are of particular interest. A strong application will provide evidence of outstanding research potential and the ability to teach effectively at the undergraduate and graduate levels. Command of Hebrew and of the relevant languages for her/his subfield of study is essential; knowledge of French an asset. Candidates should have already completed the PhD or be very near completion. Appointment is expected to be at the rank of Assistant Professor, but appointment at a higher rank is possible under exceptional circumstances. The position start date is August 1, 2013. Applications and all supporting materials are accepted online only. Interested candidates should submit a letter of application, a complete CV, a sample of written work, descriptions of four courses (three at the undergraduate level) that they are qualified to teach, and arrange for three letters of recommendation to be sent from the referees' institutional email accounts, to the following website: https://academicjobsonline.org/ajo/jobs/1941. Review of applications will begin on November 4, 2012 and will continue until the position is filled. Preliminary interviews will be conducted at the AJS conference in Chicago (December). For more information about the Department and University, visit our web site at http://www.mcgill.ca/jewishstudies/. Any inquiries should be addressed by email to the Chair of the Department: eric.caplan@mcgill.ca. McGill University is committed to equity in employment and diversity. It welcomes applications from Aboriginal persons, persons with disabilities, ethnic minorities, persons of minority sexual orientation or gender identity, visible minorities, women, and others who may contribute to diversification. All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **HUMAN KINETICS & RECREATION — Memorial University of Newfoundland.** Memorial University, the largest post-secondary institution in Atlantic Canada, is a dynamic university with teaching and research programs of international distinction and over 70,000 alumni worldwide. The University has 17,400 undergraduate and graduate students supported by 1,100 faculty members and a steff of over 2,500 employees. With campuses in St. John's, including the Fisheries and Marine Institute, Grenfell (Corner Brook) and Harlow, England, Memorial University offers the best of North American and European university life. The School of Human Kinetics and Recreation offers undergraduate programs in Kinesiology, Physical Education and Recreation with Co-operative Education options. The School has seen a growth in the number of students and has CCUPEKA accreditation for its Kinesiology and Physical Education programs. The School was the first in Canada to offer a Master of Physical Educabon in an online format and has a growing Master of Science in Kinesiology program. Qualifications: The School of Human Kinetics and Recreation invites applicants for an Assistant/Associate Professor position commencing July 1, 2013, subject to budgetary approval. A completed or earned doctorate is required for the appointee to receive the rank of Assistant Professor and to be in a tenure-track position (if a candidate has not completed an earned doctorate, he/she shall be appointed to a regular term, non-renewable three-year appointment at the rank of Assistant Professor. If the candidate completes all requirements of the doctorate during the first 24 months of the term appointment, he/she shall begin a tenure-track appointment following completion of the requirements of the degree). Preference will be given to applicants with prior university teaching experience and a track record that demonstrates excellence in the areas of teaching and research. Duties: The successful applicants will be expected to teach at the undergraduate and graduate levels, supervise graduate students, participate in other educational, scholarly and professional activities, liaise with the community and develop an active program of research. Physical Education/Adapted Physical Activity (Quote VPA Reference # HKR 2011-003). Research and teaching required in one or more of the following areas: adapted physical education/activity, curriculum, pedagogy, methods, policy, physical activity and recreation. Teaching experience in K-12 schools is desirable and post-doctoral experience would be an asset. Salary will be in accordance with the university's collective agreement and is based on qualifications and experience. Deadline for applications is November 15, 2012; review of applications will continue until the positions are filled. A curriculum vitae, statement of research and teaching interests, evidence of teaching competence and the names of three referees should accompany letters of application and be sent to: Dr. Scott MacKinnon, Acting Dean, School of Human Kinetics and Recreation, Memorial University of Newfoundland, St. John's, NL, A1C 5S7; Fax (709) 864-7531; Email: hkdirec@mun.ca. All candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

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■ **INTERNAL MEDICINE — University of Saskatchewan/Saskatoon Health Region.** The Department of Medicine, College of Medicine, University of Saskatchewan, invites applications for academic full-time positions in the following subspecialties: Aboriginal Health, Cardiology, Critical Care, Endocrinology, Infectious Diseases, Neurology, Nephrology, Gastroenterology, Hematology, General Medicine/Clinical Pharmacology, Rheumatology, Dermatology, Respiratory Medicine and Geriatric Medicine. These positions are primarily based at Royal University Hospital (one of the facilities of Saskatoon Health Region). Responsibilities include teaching, research and patient care. Canadian Certification or eligibility for examination in Internal Medicine and Subspecialties required. Eligibility for licensure in the Province of Saskatchewan is required. The University of Saskatchewan is committed to Employment Equity Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged in their applications to identify themselves as members of these designated groups. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Please respond in confidence to: Chairman, Department of Medicine, College of Medicine, University of Saskatchewan, 103 Hospital Drive, Saskatoon, SK, Canada, S7N 0W8.

■ **INTERNATIONAL BUSINESS — Memorial University of Newfoundland.** Applications are invited for a tenure-track faculty position in International Business at the rank of Assistant Professor with a proposed commencement date of July 1, 2013. Salary will be commensurate with qualifications and experience. The position is subject to budgetary approval. The successful applicant will be expected to teach undergraduate and graduate courses and conduct research in international business. The successful candidate will be engaged in high-quality teaching and research on the practical challenges that companies and managers face in the global economy. The candidate may specialize in any sub-field in International business, including but not limited to international strategy, international marketing, International human resource management, international operations management, and international finance. Applicants should have a PhD/DBA and have a demonstrated commitment to teaching and research in a university environment. Applicants must have demonstrated research productivity commensurate with the rank of appointment. Evidence of a completed earned doctorate is required for the appointee to receive the rank of Assistant Professor or higher and to be in a tenure-track position. (If a successful candidate has not completed an earned doctorate, he/she shall be appointed to a regular term, non-renewable three-year appointment at the rank of Assistant Professor. If the candidate completes all the requirements for the doctorate during the first 24 months of the term appointment, he/she shall begin a tenure-track appointment following completion of the requirements of the degree). The Faculty of Business Administration is a leader in management education with AACSB international Accreditation. Approximately 1,000 students are registered in the undergraduate programs of the Faculty, with another 200 students completing graduate programs. The Faculty also has an active international exchange program with universities in Europe, Asia, and Mexico. For additional information about our Faculty, please visit our web site at www.business.mun.ca. Applicants are asked to e-mail a copy of their curriculum vitae together with three letters of reference to: deanfba@mun.ca, quoting the Competition Number: VPA-BUSI-2012-004. Deadline for receipt of applications is November 1, 2012. For further information telephone: (709) 737-8853 or fax: (709) 737-2467 or e-mail: deanfba@mun.ca. Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

■ **ITALIAN LANGUAGE & CULTURE — University of British Columbia.** Applications are invited for a tenure-track position at the rank of Assistant Professor to commence July 1, 2013, subject to final budgetary approval. Candidates should have a specialization in the acquisition of Italian as a Second or Foreign Language and experience in using and developing language instruction technology on different platforms. The successful candidate for this position will be the coordinator of the language program in Italian and teach language and culture courses at all levels. He or she will be expected to maintain an active program of re-

University of Calgary

Assistant Professor in Clinical Psychology

Tenure Track

UNIVERSITY OF CALGARY

The Department of Psychology at the University of Calgary, in collaboration with the Alberta Children's Hospital Research Institute for Child and Maternal Health (ACHRI), the Southern Alberta Cancer Research Institute (SACRI) and the Childhood Cancer Collaborative funded by the Alberta Children's Hospital Foundation, is seeking applications for a **tenure-track Clinical Psychology Professorship** at the **Assistant Professor** level in the field of **health psychology with a focus on children.**

Candidates with active research programs in any area of child health psychology will be considered. We are seeking individuals with strong research records appropriate to a research-oriented doctoral program and who are committed to teaching and research supervision of undergraduate and graduate students. The successful applicant will be expected to establish a successful and externally funded program of research in health psychology with children. The position involves teaching, research, and supervision of graduate students. As a member of the clinical psychology program, a doctorate in clinical psychology, including a CPA or APA-accredited clinical internship, is required. The successful applicant will be appointed within the Faculty of Arts, Department of Psychology with cross-appointment in Paediatrics, Faculty of Medicine.

The position offers 75% protected research time, with a 1 half-course teaching requirement per academic year, for a period of 4 years. After the expiration of the 4 year term, teaching duties will be re-negotiated with the Dean.

Send letter of application, statement of research interests, statement of teaching philosophy and interests, curriculum vitae, representative reprints/preprints, and at least two letters of recommendation to: **Dr. Tavis Campbell, Chair of the Clinical Psychology Search, Department of Psychology, University of Calgary, Calgary, AB, Canada, T2N 1N4, E-mail: t.s.campbell@ucalgary.ca.** Review of applications will begin immediately and end on **November 30, 2012** or until the position is filled.

With a population of over one million, Calgary is one of Canada's largest head office cities and enjoys a vibrant economic climate based on energy, high-tech, financial services, and tourism. This business environment provides a variety of opportunities for scholars. Situated in the foothills of the Canadian Rocky Mountains, the city offers excellent year-round recreational opportunities.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Calgary respects, appreciates and encourages diversity.

www.ucalgary.ca

Realize. Your future in focus.

The University of Regina has committed to the development of an internationalization strategy, including an expansion in the number of international graduate and undergraduate students. To support this growth, a recent review has recommended strengthening the administrative structure of the ESL program by the creation of the out-of-scope position of Associate Director of Centre of Continuing Education and ESL, who will be an administrative and academic leader for the program. Full-time position starting January 1, 2013.

Candidate qualifications:

Preferred:

- Doctorate in Teaching English as a Second or Foreign Language (TESL/TEFL), Education, Educational Administration, Applied Linguistics or another equivalent area
- TESL Canada Level 3 certification
- Demonstrated strategic planning and change management experience, with more than 8 years of management experience in a post- secondary environment
- Competency in other languages

Minimum:

Master's Degree in Teaching English as a Second or Foreign Language (TESL/TEFL), Education, Educational Administration, Applied Linguistics or another equivalent area

- TESL Canada Level 2 certification (or equivalency to that minimum requirement)
- Demonstrated strategic planning and change management experience with at least 3 years of progressive administrative and leadership experience

Closing Date: Until position filled

University of Regina

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CAREERS CARRIÈRES

YORK U
UNIVERSITÉ
UNIVERSITY

YORK UNIVERSITY offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of 62,000 students, faculty and staff, as well as over 250,000 alumni worldwide. York's 11 Faculties and 28 research centres are committed to providing an engaged learning and research environment that cuts across traditional academic boundaries.

yorku.ca/acadjobs

The School of Nursing is one of the founding units of the Faculty of Health. The School has three undergraduate BScN programs and an online MScN with a Primary Health Care Nurse Practitioner field. Planned graduate growth includes a doctoral program in Nursing. Our rapidly expanding, internationally recognized programs offer an innovative curriculum founded in nursing science. Further information about the Faculty and the School can be obtained at www.health.yorku.ca and www.yorku.ca/health/nurs/.

Faculty of Health
SCHOOL OF NURSING
Associate Director, Undergraduate Education

We are seeking an Associate Director, Undergraduate Education, to join us in our vision of advancing nursing through innovation, transformation and commitment to social justice. This will require an ability to identify potential "breakthrough areas" in education, research and practice. The successful candidate will have a deep understanding of theoretical and applied aspects of nursing and knowledge of the human science perspective underpinning the School of Nursing's philosophy. Candidates registered in the College of Nurses of Ontario (CNO) must provide their registration number when applying. In exceptional circumstances, candidates who are not eligible for registration at the time of appointment may be considered (for example, in the case of a senior scholar with a strong record of teaching and research excellence with registration in another country). The successful candidate would normally be expected to become eligible for CNO registration within the first two years of the appointment. Proof of academic credentials is required prior to appointment.

Applications are invited for a professorial or alternate stream tenure-track position as Associate Director, Undergraduate Education, subject to budgetary approval. The earliest date of appointment is July 1, 2013. Salary will be commensurate with qualifications and experience. The Associate Director, Undergraduate Education, in collaboration with the Director of the School of Nursing and the Associate Director, Research and Graduate Education, provides academic leadership and strategic direction to the School, with a specific focus on undergraduate programs. The key responsibilities of the Associate Director, Undergraduate Education, include providing strategic direction and oversight for undergraduate program planning and curriculum design, delivery, evaluation and renewal; developing and monitoring strategies to enhance the student experience and student-faculty relationships; and enhancing and supporting pedagogical best practices, faculty development, transdisciplinary education, experiential education and eLearning (online and blended models). In addition, responsibilities will include teaching and supervision of students and engaging in academic service. As well, professorial tenure-stream candidates will be expected to be involved in research activities; alternate-stream candidates will be expected to engage in activities that contribute to teaching excellence (which may involve education-related scholarship). The term of the Associate Director position is five years (renewable).

All candidates must have a baccalaureate in Nursing and a completed master's degree (preferably in Nursing). For professorial tenure-stream candidates, a relevant doctoral degree (PhD or equivalent, preferably in Nursing), is required. For alternate tenure-stream candidates, a doctoral degree (PhD or equivalent, preferably in Nursing) is preferred.

We are interested in an individual with creativity, vision and passion for educating nurses for today and for the future, as well as experience in academic administration in the context of undergraduate nursing education. Candidates must have recent (within the last seven years) experience in teaching and delivery of undergraduate nursing in a collaborative nursing education program and, preferably, also in a second degree entry program. Candidates must have experience in academic leadership and governance in a university setting. Those who have experience in mentoring more junior colleagues are preferred. Other assets include experience in inter-professional education, experiential education, technology-enhanced eLearning and eHealth.

A professorial stream appointment will be at the Associate or Full Professor academic rank. The successful candidate must be eligible for appointment to the Faculty of Graduate Studies and, as such, will require evidence of research and scholarly productivity, as well as graduate teaching and supervisory experience. Appointment at the rank of Full Professor is possible if the candidate already holds tenure at the Full or Associate Professor level in another university and has demonstrated eminence as a scholar.

An alternate stream appointment will be at the rank of Associate or Senior Lecturer. Appointment at the rank of Associate Lecturer will require evidence of excellence in teaching and a competent level of service in a university setting. Appointment at the rank of Senior Lecturer is possible if the candidate holds tenure at the Senior or Associate Lecturer level in another university and has distinguished accomplishments in teaching and service.

All applicants should submit a letter of application and an up-to-date curriculum vitae, specifying whether they are applying for the professorial or the alternate stream position, by **November 23, 2012**, to the address below. Candidates for the professorial stream should also submit separate statements of research and teaching philosophy, addressing teaching experience and interests. Alternate stream candidates should also submit a statement of teaching philosophy and examples of how teaching excellence has been achieved (see www.yorku.ca/secretariat/senate/committees/tandp/toolkit/Alternate_Stream_Doc.pdf for more information). Three signed letters of reference must also be received by the closing date and are to be sent directly to: **Dr. Claire Mallette, Director, School of Nursing, Room 313, NNES Building, Faculty of Health, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3. Tel: 416.736.5271 Fax: 416.736.5714. E-mail: nursjobs@yorku.ca.**

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at ***www.yorku.ca/acadjobs*** *or a copy can be obtained by calling the affirmative action office at* ***416.736.5713****. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.*

search, teaching, graduate supervision, and service, and play a leadership role in the development of the Italian language program. A completed PhD (or solid indication of imminent completion) in Italian or an equivalent doctoral degree is required. Candidates must have native or near-native fluency in Italian, appropriate expertise in L2 and L3, as well as an excellent command of English to teach Italian Studies courses. They will also demonstrate excellence or clear promise of excellence in research and teaching. Applicants should send a curriculum vitae, a sample of their publications, a statement of teaching philosophy, as well as evidence of teaching ability and effectiveness, and should also arrange for three letters of reference to be sent directly to: Search Committee, c/o Dr. André Lamontagne, Head, Department of French, Hispanic and Italian Studies, The University of British Columbia, 797-1873 East Mall, Vancouver, BC, Canada V6T 1Z1; Phone: 604-822-5746; Fax: 604-822-6675; E-mail: fhis-head@mail.arts.ubc.ca. Completed applications must be received by December 1, 2012. The starting salary for the position will be commensurate with qualifications and experience. This position is subject to final budgetary approval. The University of British Columbia hires on the basis of merit and is strongly committed to employment equity and diversity within its community. We especially welcome applications from members of visible minority groups, women, Aboriginal persons, persons with disabilities, persons of minority sexual orientations and gender identities, and others with the skills and knowledge to engage productively with diverse communities. We encourage all qualified persons to apply; Canadian citizens and permanent residents of Canada will, however, be given priority. For information about the Department, visit www.fhis.ubc.ca.

L

■ **LANGUE ET LITTÉRATURE FRANÇAISES — Université McGill.** Le Département de langue et littérature françaises de l'Université McGill sollicite des candidatures à un poste de professeur spécialisé dans le domaine de l'essai et de la prose d'idées. Il s'agit d'un poste conduisant à la permanence. Rang et salaire: L'embauche se fera normalement au rang de professeur adjoint, et le salaire sera conforme aux politiques de l'Université McGill. Date d'entrée en fonction: Le 1er août 2013. Exigences: Doctorat en lettres, publications dans le domaine de l'essai et de la prose d'idées, recherches en cours, expérience d'enseignement. Fonctions: Enseignement aux trois cycles, recherche et encadrement d'étudiants, tâches administratives. Les candidatures peuvent être soumises de deux façons: 1) Par voie électronique: https://academicjobsonline.org/ajo/1835, 2) Par la poste: les candidat(e)s sont prié(e)s de faire parvenir leur lettre de candidature, leur curriculum vitae, leurs publications principales, un dossier pédagogique ainsi que les noms de trois répondants à l'adresse ci-dessous. Les répondants doivent faire parvenir directement, dans les mêmes délais et à la même adresse, leur lettre confidentielle. Monsieur Michel Biron, directeur, Département de langue et littérature françaises, Université McGill, 853, rue Sherbrooke ouest, Montréal (Québec), H3A 0G5. Date-limite: le 1er décembre 2012. L'Université McGill souscrit à la diversité et à l'équité en matière d'emploi. Elle accueille favorablement les demandes d'emploi des peuples autochtones, des minorités ethniques, des femmes, des personnes handicapées, des personnes de toutes orientations et identités sexuelles, des minorités visibles, et d'autres personnes qui pourraient contribuer à une plus grande diversité. On encourage tous les candidats qualifiés à postuler, la priorité sera toutefois accordée aux Canadiens ainsi qu'aux résidents permanents.

M

■ **MECHATRONICS — University of Toronto.** Established in 1827, the University of Toronto (U of T) is Canada's largest university, recognized as a global leader in research and teaching. U of T's distinguished faculty, institutional record of groundbreaking scholarship and wealth of innovative academic opportunities continually attract outstanding students and academics from around the world. The Department of Mechanical and Industrial Engineering is home to the top Mechanical and Industrial Engineering program in Canada. We foster a world-class environment that excels in teaching, learning, and research for our undergraduate and graduate programs. The Department currently invites applications for a tenure-track appointment at the rank of Assistant or Associate Professor with a specialization in Mechatronics. Fields of interest include, but are not limited to, medical and biomedical systems, biomechatronics, dynamic systems and controls. The successful candidate will show leadership and innovation in research and teaching. Applicants must have a doctoral degree in engineering (or a related discipline), an outstanding academic and research record (including refereed publications), and effective teaching ability. Applicants should also have an undergraduate degree in mechanical or electrical engineering (or a related discipline), and be eligible for registration as a Professional Engineer. Duties will include undergraduate and graduate teaching, research, and departmental service. Salary is commensurate with qualifications. A competitive research start-up funding package will be provided. The start date is approximately July 1, 2013. Applicants should include in their responses: a detailed curriculum vitae (please indicate if you are a Canadian citizen or permanent resident); a clear statement of specific teaching and research interests; and the names of three persons able to provide references in support of their application. The closing date for all applications to be received is November 30, 2012. We strongly encourage you to submit your application online at www.jobs.utoronto.ca/faculty, Job# 1200841. If you are unable to apply online, please submit your application to: Professor J. W. Zu, Chair, Department of Mechanical & Industrial Engineering, University of Toronto, 5 King's College Road, Toronto, ON, M5S 3G8; E-mail: chair@me.utoronto.ca. For more information on the University of Toronto, and the Department of Mechanical & Industrial Engineering, please visit: http://www.utoronto.ca; http://www.mie.utoronto.ca.

N

■ **NEUROSCIENCE — University of Lethbridge.** The Department of Neuroscience at the University of Lethbridge seeks a neuroscientist to fill a tenure track position at the assistant professor level in Molecular Neuroscience, to begin July 1, 2013, subject to budgetary approval. Applicants should have a promising research program. We are especially interested in recruiting a neuroscientist who has expertise in functional imaging at a cellular level, but those with expertise in other similar methodologies are encouraged to apply. Ideally this person will have a focus in cortical plasticity and/or cortical development. The position is within the Canadian Centre for Behavioural Neuroscience (CCBN), a 60,000 sq ft, world-class research facility equipped with exceptional infrastructure, including 3 NMRs, electron microscope, multiphoton and several confocal microscopes, high throughput digital imaging, flow cytometer, deep sequencing platform, in vitro recording facilities, multiple in vivo ensemble single unit recording suites, PCR, dense-array electroencephalography, voltage-sensitive dye recording lab, dedicated parallel computing cluster, and numerous state-of-the-art surgical and behavioural testing suites. For more information about the CCBN, please visit http://ccbn.uleth.ca/about.php. The University of Lethbridge is a small, comprehensive university with strengths in Behavioural and Systems Neuroscience and a strong PhD program in Neuroscience. The successful applicant will have teaching responsibilities at the undergraduate and graduate levels. The University aspires to hire individuals who have demonstrated considerable potential for excellence in teaching, research and scholarship. New faculty members are eligible to apply for university funding in support of research and scholarly activities. The position is open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents of Canada. The University is an inclusive and equitable campus encouraging applications from qualified women and men including persons with disabilities, members of visible minorities and Aboriginal persons. Applications should include a curriculum vitae, a two-page research proposal, a letter of application including teaching interests, and names and contact information for at least three referees. Send this material and arrange for three letters of reference to be sent directly to: Dr. Robert J. Sutherland, Chair of the Neuroscience Search Committee (robert.sutherland@uleth.ca). Consideration of completed applications will begin by October 15, 2012, and will continue until the position is filled.

■ **NEUROSCIENCE (CHAIR IN BRAIN HEALTH & DEMENTIA) — University of Lethbridge.** The Department of Neuroscience at the University of Lethbridge seeks an exceptional neuroscientist to fill a position as Campus Alberta Innovates Chair in Brain Health and Dementia. This is a probationary (tenure track) position, with the possibility of an appointment with tenure at a higher rank dependent upon experience. Candidates must have a record of outstanding accomplishments in cerebral function across the life span, with a systems-level approach, utilizing state-of-the-art cellular, molecular, genetic or epigenetic methods in animal models. For example, transgenic, viral vector, optogenetic, protein folding or interactions, or epigenetic approaches to neural systems analysis would be of interest. The award will be associated with a generous salary (commensurate with appointment level) and research budget for seven years. The Chair will reside at the Canadian Centre for Behavioural Neuroscience (CCBN), a 60,000 sq ft, world-class research facility equipped with exceptional infrastructure, including 3 NMRs, electron microscope, multiphoton and several confocal microscopes, high throughput digital imaging, flow cytometer, deep sequencing platform, in vitro recording facilities, multiple in vivo ensemble single unit recording suites, PCR, dense-array electroencephalography, voltage-sensitive dye recording lab, dedicated parallel computing cluster, and numerous state-of-the-art surgical and behavioural testing suites. The Chair will be part of a research intensive group, all of whom focus on fundamental problems in the neurobiology of cerebral functioning. The Chair will develop a research program focusing on mechanisms underlying normal and disordered memory, including research that sheds light on brain changes in normal aging or dementia. Located in southern Alberta, near the Rocky Mountains, Lethbridge offers a sunny, dry climate with outstanding vistas for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University has an enrollment of over 8,400 students from around the world. Our student body has grown by 50 percent in the last 10 years, phenomenal growth among institutions in Canada. Despite this growth, we have remained true to who we are — student-focused, research-intensive, and grounded in liberal education. For more information about the University please visit our website at http://www.uleth.ca, or the CCBN website at http://ccbn.uleth.ca/. Applications should include a curriculum vitae, a two-page research proposal, a letter of application indicating interest and anticipated contribution, as well as names and contact information for at least three referees who are scholars in the field. Send this information, and arrange to have the three letters of reference sent to: Dr. Robert J. Sutherland, Chair of the Neuroscience Search Committee (robert.sutherland@uleth.ca). Consideration of completed applications will continue until the position is filled. The position is open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents of Canada. The University is an inclusive and equitable campus encouraging applications from qualified women and men including persons with disabilities, members of visible minorities and Aboriginal persons.

O

■ **OPERATIONS & DECISION SCIENCES (TENURE-TRACK POSITION) — Wilfrid Laurier University.** The School of Business and Economics at Wilfrid Laurier University invites applications for a tenure-track faculty position at the Assistant Professor level in the Operations & Decision Sciences Area starting July 1, 2013. Qualifications for the position include a PhD or completion of a PhD within one year and strong records or promise in both research and teaching. Preference may be given to candidates with research and teaching interests in operations and supply chain management, and/or management science. Successful candidates for the position must have exceptional research potential including the ability (a) to publish in top-tier journals and (b) to maintain a highly productive research agenda; the ability to effectively teach core decision sciences, business analytics, supply chain management, and operations management courses at the undergraduate and graduate (MBA, MSc, and PhD) levels. For more information, please visit www.wlu.ca/sbe/ods.

P

■ **PHILOSOPHY — Ryerson University.** The Department of Philosophy in the Faculty of Arts at Ryerson University (www.ryerson.ca/philosophy) in Toronto invites applications for a tenure-stream appointment at the rank of Assistant Professor. The area of specialization is Ancient Philosophy. The successful candidate will be expected to teach a variety of philosophy courses at both the graduate and undergraduate levels, as well as a variety of courses in the history of ideas for the Interdisciplinary Arts and Contemporary Studies program (http://www.ryerson.ca/artsandcontemporarystudies/). The position will commence August 1, 2013 (subject to budgetary approval). Candidates will hold a PhD in Philosophy or be ABD with a defense date set. The successful candidate should demonstrate evidence of high-quality teaching, a strong research profile and an emerging scholarly record, as well as the capacity for collegial service. Applications should include a letter of application, a curriculum vitae, two recent writing samples, results of teaching surveys (or equivalent evidence such as a teaching dossier), and be supported by three letters of reference, and should be sent in care of: Ms. Mehu Male, Administrative Assistant, Department of Philosophy, Ryerson University, 350 Victoria Street, Toronto, Ontario, Canada, M5B 2K3. Please note that applications by fax or e-mail will not be accepted. Confidential inquiries can be directed to Andrew Hunter, Department Chair, at ahunter@arts.ryerson.ca. The deadline for submission of applications is December 1, 2012. Ryerson University is a vibrant and growing institution located in the heart of downtown Toronto. The Philosophy Department, consisting of 14 tenured faculty members, prides itself both on the quality of its teaching and on the breadth and excellence of its research. The Department is strongly committed to both analytic and continental approaches and traditions. We offer a wide range of courses in all of the following: our new Master's program (begun 2010); the Philosophy Option in the Interdisciplinary Arts and Contemporary Studies Program; and a wide range of elective courses for students in other programs. We are launching a full undergraduate program in Philosophy to start in Fall 2013. This position falls under the jurisdiction of the Ryerson Faculty Association (www.ryerson.ca/~rfa). For details on the Ryerson Faculty Association Collective Agreement and the University's RFA Benefits Summary, please visit: http://www.ryerson.ca/teaching/employment_resources/rfa.html and http://www.ryerson.ca/hr/benefits/benefits_by_group/rfa/index.html respectively. Ryerson University is strongly committed to fostering diversity within our community. We welcome those who would contribute to the further diversification of our faculty and its scholarship, including, but not limited to, women, visible minorities, Aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **POPULATION & PUBLIC HEALTH (ASSOCIATE/FULL PROFESSOR) — University of British Columbia.** The University of British Columbia, Faculty of Medicine, School of Population and Public Health, CCS-UBC Cancer Prevention Centre, is seeking to hire an academic researcher to join its cancer prevention team. The successful candidate would hold an academic appointment within the Faculty of Medicine, grant tenure track. This position is geographically based at the School of Population and Public Health at UBC, Vancouver Campus. This position requires a broad ambit of expertise related to the major modifiable cancer risks: (1) tobacco control; (2) diet and nutrition; (3) obesity and energy balance; (4) physical activity; (5) occupational/environmental exposures and (6) additional & emerging risk factors including infectious agents. Researchers with an interest in obesity are especially encouraged to apply. The successful candidate will be expected to have expertise in generating new knowledge through research in cancer prevention, and developing an integrated approach to cancer prevention that is based on partnerships between academics, community organizations, health care organizations, policymakers and others. They will be expected to develop an independent research program at UBC, and will also participate in teaching and shared service activities of the School. The successful candidate will have obtained a PhD in a health sciences related discipline, a proven track record in obtaining peer reviewed funding and an outstanding publication record. For appointment at the Associate Professor level, evidence of successful teaching and sustained and productive scholarly activity, including an established track record of obtaining peer reviewed funding is required. At the Professor level, applicants will require evidence of high quality teaching, sustained and productive scholarly activity, and significant participation in academic and professional affairs. Funding is available for up to five years, with the possibility of extension. Salary and rank will be commensurate with qualifications and experience and the position includes a generous benefits package. Applications, accompanied by a detailed curriculum vitae, a teaching dossier, and the names and contact details of four references, should be directed to: Dr. David Patrick, Director, c/o marliese.dawson@ubc.ca with subject line: Cancer Prevention Faculty Position, School of Population and Public Health, The University of British Columbia, 2206 East Mall, Vancouver, BC, V6T 1Z3. Closing date: November 15, 2012 or until the position is filled. Anticipated start date: April 1, 2013. The University of British Columbia is one of the world's best universities known for its academic excellence, top caliber students, and an interna-

CAREERS CARRIÈRES

tional reputation for excellence in advanced research and learning. The Faculty of Medicine at UBC, together with its partners including BC's Health Authorities, provides innovative programs in the areas of health and life sciences through a province-wide delivery model. The Faculty teaches students at the undergraduate, graduate and postgraduate levels and generates more than $240 million in research funding each year, throughout the province. UBC hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply. We especially welcome applications from members of visible minority groups, women, Aboriginal persons, persons with disabilities, persons of minority sexual orientations and gender identities, and others with the skills and knowledge to engage productively with diverse communities. Canadians and permanent residents of Canada will be given priority. The University of British Columbia: ubc.ca; med.ubc.ca. School of Population & Public Health: www.spph.ubc.ca.

■ **PSYCHOLOGY (COGNITIVE PSYCHOLOGY) — University of British Columbia.** The Department of Psychology at the University of British Columbia — Vancouver campus (www.psych.ubc.ca) invites applications for a tenure-track position in cognition (Assistant Professor), which will begin 1 July 2013. Candidates must have a PhD before commencing the position. We are seeking individuals with strong research records appropriate to a research-oriented doctoral program. We are looking for the strongest cognitive candidate, regardless of research specialization and primary methodology for investigation. We welcome application from candidates whose work focuses on human thought, judgment and decision making, emotion, and/or memory, and those whose research methods include brain imaging techniques and/or computational modeling. Applicants should have research interests that complement existing strengths in the department (www.psych.ubc.ca/faculty/index.psy). The successful candidate will be expected to maintain a program of effective teaching, departmental service, graduate and undergraduate research supervision, and scholarly research that leads to publication. The starting salary for the position will be commensurate with qualifications and experience. This position is subject to final budgetary approval. The University of British Columbia hires on the basis of merit and is committed to employment equity. UBC is strongly committed to diversity within its community and especially welcomes applications from members of visible minority groups, women, Aboriginal persons, persons with disabilities, persons of minority sexual orientations and gender identities, and others with the skills and knowledge to engage productively with diverse communities. We encourage all qualified persons to apply; Canadian citizens and permanent residents of Canada will, however, be given priority. Applicants should upload a single PDF file (containing a cover letter, CV, research statement, teaching statement, evidence of teaching effectiveness, and 3 publications) to https://websec1.psych.ubc.ca/internal/faculty/jobappl and complete the brief form found on that webpage. Next, applicants should arrange to have at least 3 confidential letters of recommendation submitted online (details provided at the above webpage). The closing date for applications is: 31 October 2012.

■ **PSYCHOLOGY (HEALTH PSYCHOLOGY) — University of British Columbia.** The Department of Psychology at the University of British Columbia — Vancouver campus (www.psych.ubc.ca) invites applications for a tenure-track position in health psychology (Assistant Professor), which will begin 1 July 2013. Candidates must have a PhD before commencing the position. We are seeking individuals with strong research records appropriate to a research-oriented doctoral program. We are looking for the strongest health psychology candidate, regardless of research specialization. We are especially interested in candidates whose work focuses on biopsychosocial processes in health and disease, and/or health behaviors. Individuals whose scholarship cuts across traditional disciplinary boundaries (e.g., aging research, biological foundations of social behavior, cognition and health) are particularly encouraged to apply. Applicants should have research interests that complement existing strengths in the department (www.psych.ubc.ca/faculty/index.psy). The successful candidate will be expected to maintain a program of effective teaching, departmental service, graduate and undergraduate research supervision, and scholarly research that leads to publication. The starting salary for the position will be commensurate with qualifications and experience. This position is subject to final budgetary approval. The University of British Columbia hires on the basis of merit and is committed to employment equity. UBC is strongly committed to diversity within its community and especially welcomes applications from members of visible minority groups, women, Aboriginal persons, persons with disabilities, persons of minority sexual orientations and gender identities, and others with the skills and knowledge to engage productively with diverse communities. We encourage all qualified persons to apply; Canadian citizens and permanent residents of Canada will, however, be given priority. Applicants should upload a single PDF file (containing a cover letter, CV, research statement, teaching statement, evidence of teaching effectiveness, and 3 publications) to https://websec1.psych.ubc.ca/internal/faculty/jobappl and complete the brief form found on that webpage. Next, applicants should arrange to have at least 3 confidential letters of recommendation submitted online (details provided at the above webpage). The closing date for applications is: 31 October 2012.

■ **PSYCHOLOGY (HISTORY & THEORY OF PSYCHOLOGY) — Ryerson University.** Applications are invited for one tenure-track position at the Assistant Professor rank, commencing August 1, 2013, subject to budgetary approval. We seek applicants with expertise in the History and Theory of Psychology, and an interest in teaching undergraduate and graduate courses in this area. Research focus for this position is open, though we particularly encourage applications from candidates with a wide range of perspectives, who study contemporary themes (e.g., culture, gender, development, etc.) that cut across a number of core areas in Psychology. All exceptional applicants with related interests are encouraged to apply. Candidates for the position will hold a PhD in Psychology, with postdoctoral training preferred. The successful candidate will have the ability to contribute to both our undergraduate (BA) and our graduate (MA/PhD) programs. They should hold a strong research profile and evidence of an emerging scholarly record, evidence of high-quality teaching and student training, as well as capacity for collegial service. The Psychology Department (www.ryerson.ca/psychology) has undergone extraordinary growth and diversification over the past 7 years, with 24 new tenured- or tenure-track faculty hires, 3 new degrees, 2 new certificates, and a newly expanded research laboratory centre devoted to basic and applied psychological science. In 2012, we will launch the Institute for Stress and Wellbeing Research (with over $1 million committed for research tools and infrastructure). We are housed in the Faculty of Arts, an integral and thriving contributor to the education of approximately 28,000 undergraduate and graduate students. Located in the heart of Toronto, the largest and most culturally diverse city in Canada, Ryerson University is committed to diversity, equity and inclusion. The University is known for innovative programs built on the integration of theoretical and practically oriented learning. Our undergraduate and graduate programs are distinguished by a professionally focused curriculum and strong emphasis on excellence in teaching, research and creative activities. Ryerson is also a leader in adult learning, with the largest university-based continuing education school in Canada. Applicants should submit a letter of application, a curriculum vitae, 3 recent research publications, results of teaching surveys (or equivalent evidence, such as a teaching dossier), and the names of at least 3 individuals who could be contacted for reference letters to: Chair, Department Appointments Committee, Department of Psychology, Ryerson University, 350 Victoria Street, Toronto, Ontario, Canada, M5B 2K3. Confidential inquiries can be directed to the Chair at mantony@psych.ryerson.ca. The review of applications will begin Friday, November 9, 2012, and will continue until the position is filled. Please note that applications by fax or e-mail will not be accepted. Only those candidates selected for the short-list of consideration will be contacted for letters. This position falls under the jurisdiction of the Ryerson Faculty Association (www.ryerson.ca/~rfa). For details on the Ryerson Faculty Association Collective Agreement and the University's RFA Benefits Summary, please visit http://www.ryerson.ca/teaching/employment_resources/rfa.html and http://www.ryerson.ca/hr/benefits/benefits_by_group/rfa/index.html respectively. Ryerson University is strongly committed to fostering diversity within our community. We welcome those who would contribute to the further diversification of our faculty and its scholarship, including, but not limited to, women, visible minorities, Aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply, but applications from Canadians and permanent residents will be given priority.

■ **PUBLIC HEALTH & HEALTH SYSTEM INFORMATICS (TENURE TRACK FACULTY POSITION) — University of Waterloo.** The School of Public Health and Health Systems at the University of Waterloo is seeking an exceptional teacher and applied researcher for a tenure track position in public health and health system informatics. The position requires a PhD and at least two years of relevant work experience. The initial appointment will be at a rank of Assistant or Associate Professor. The School of Public Health and Health Systems is Waterloo's newest academic unit and represents a bold and exciting step for the university. We seek a colleague committed to making a difference in the field of public health and health systems and who enjoys working and interacting with a vibrant, multi-disciplinary team. We have started a six year strategic period of growth, innovation, and transformation that will add seven more faculty positions to our existing complement of 27 professors. We seek a colleague who shares our emphasis on "systems thinking", experiential and problem-based learning, close links to policy makers and program providers, and research geared to finding solutions to significant health issues. Over 275 graduate students and 450 undergraduates are enrolled in a BSc in health studies, an MSc in population health, an online MPH, and PhDs in population health; aging, health and well-being; and work and health. Students will begin enrolling in a new, innovative distance-based Masters of Health Informatics program with a specialization in public health and health systems beginning September, 2013. This program will provide health professionals with advanced training in health informatics. We are also seeking approval to add new degree programs in health evaluation, health promotion, and public health. Visit http://uwaterloo.ca/public-health-and-health-systems/home for details on our programs, faculty, research facilities and centres. The ideal candidate will have a PhD in health informatics (or an underlying discipline such as computer science, system engineering, etc.) combined with relevant industry or health agency experience. The ability to lead a program of research and teach in one or more of the following areas with a specific focus on health systems is particularly attractive: enterprise architecture; systems analysis and design; software engineering; technical aspects of security and privacy; and/or application architecture. We are seeking a colleague to complement the School's existing expertise in consumer informatics, evidence informed decision making, and data mining. Candidates whose research informs health care system and services design, integration and efficiency, or public and population health would be particularly appealing. While persons with a focus on purely clinical applications or medical informatics are welcome to apply, we will expect the successful candidate to shift their work towards and lead development of the new field informatics for health systems and/or public health. The position will include a balance of research, service, teaching, as well as graduate supervision and advisement. The successful applicant must have a demonstrated record of achievement or show exceptional promise as an effective applied researcher, teacher and graduate supervisor, policy advisor or program consultant. Applications will start being reviewed on November 1, 2012 and the position will remain open until a suitable candidate has been hired. Please submit a letter of interest, a curriculum vitae, a statement of teaching philosophy and experience, a summary of future research plans, as well as three letters of reference to: Dr. Paul McDonald, Professor and Director, School of Public Health and Health Systems, Burt Matthews Hall, University of Waterloo, Waterloo, Canada, N2L 3G1. Application materials and references may also be sent electronically to: cwestsee@uwaterloo.ca. All materials should include a reference to competition number SPHHS HI 2013. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents may be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, aboriginal peoples, and persons with disabilities.

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■ **RELIABILITY ENGINEERING — University of Toronto.** Established in 1827, the University of Toronto is Canada's largest university, recognized as a global leader in research and teaching. U of T's distinguished faculty, institutional record of groundbreaking scholarship and wealth of innovative academic opportunities continually attract outstanding students and academics from around the world. The Department of Mechanical & Industrial Engineering at the University of Toronto is home to the top mechanical and industrial engineering programs in Canada. We foster a world-class environment that excels in teaching, learning and research for our undergraduate and graduate programs. The department currently invites applications for a tenure-stream appointment in the area of reliability and maintenance. The appointment will be at the rank of Assistant or Associate Professor, and will begin on July 1, 2013. The successful candidate should have a background in stochastic operations research with substantial exposure to statistics. Applicants must have a doctoral degree in engineering (or related discipline), an outstanding academic and research record including refereed publications, and effective teaching ability. The candidate should have an undergraduate degree in engineering and be eligible for registration as a Professional Engineer. The Department expects to nominate the successful candidate to hold an NSERC Associate Industrial Research Chair (IRC). Associate IRC candidates should be researchers in the early stages of their careers who have demonstrated exceptional promise relative to their peers in their field of research. An IRC is also required to have the ability to interact with industry and nurture partnerships. Duties will include undergraduate and graduate teaching, research, and departmental service. Salary is commensurate with qualifications and experience. Applicants should include in their responses: a current CV (please indicate if you are a Canadian citizen or permanent resident); a clear statement of specific teach-

HANNAH CHAIR IN THE HISTORY OF MEDICINE AT McMASTER UNIVERSITY

McMaster University

McMaster University's Faculty of Humanities invites applications from historians who demonstrate an outstanding early record of achievement for a tenure-track appointment as the endowed **Hannah Chair in the History of Medicine**. The appointment will be made at the **Assistant** or **Associate Professor** rank, depending on the qualifications of the successful candidate. Candidates should hold a PhD in history with demonstrated research productivity in the history of medicine.

McMaster University is a research-intensive university with a long standing reputation as Canada's most innovative university. The Hannah Chair will be a key member of the Department of History and is expected to make a significant contribution to the research and educational missions of the university. Teaching will include advanced undergraduate courses in the candidate's area of specialization, as well as participation in the teaching rotation for introductory courses. The successful candidate will contribute to all aspects of the department's MA and PhD programs. The Hannah Chair will also have the opportunity to seek associate status in McMaster's Faculty of Health Sciences and will organize a lecture series in the history of medicine open to scholars across campus.

Candidates should submit a detailed statement of research, teaching and outreach interests, curriculum vitae, and one sample publication. They should also arrange for three letters of reference to be sent by the application deadline. Applications received by **November 1, 2012** will be assured of consideration. The starting date of the appointment is July 1, 2013.

Inquiries and applications should be addressed to:
Hannah Chair Selection Committee
c/o The Dean, Faculty of Humanities
McMaster University, 1280 Main St. West, CNH 112
Hamilton, ON L8S 4K1 Canada
Email: holland@mcmaster.ca

All qualified candidates are encouraged to apply; however, Canadian and Permanent Residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

McGill

Two Positions in Exercise & Health Psychology
Department of Kinesiology & Physical Education

The Department of Kinesiology and Physical Education, one of the four academic units of the Faculty of Education at McGill University, invites applications for **two tenure-stream appointments** at the rank of **Assistent** or **Associate Professor**, effective August 1, 2013. To qualify, a candidate must hold at least a doctoral degree in exercise and health psychology or a related discipline and should have a strong track record of research publications and some University teaching experience.

McGill University is a world-renowned English-language institution located in the heart of cosmopolitan Montreal and is ranked among the world's top universities according to the Times Higher Education Supplement-QS World University Ranking.

The Department of Kinesiology and Physical Education **http://www.mcgill.ca/edu-kpe/** is seeking individuals to complement the research programs as they relate to determinants of health and physical activity with the view to contribute to health promotion and optimization of quality of life and functional ability in healthy individuals as well as in populations with chronic disorders or disabilities across the lifespan. The department is interested in individuals with demonstrated expertise in the areas of exercise and health psychology with an emphasis on the psychological and behavioral aspects of physical activity as these extend from healthy populations to specific conditions of chronic disease, disabilities and aging. The individuals should have the ability to work in an interdisciplinary environment and complement and extend existing research activities both in the department, the faculty and across the university.

The successful candidates will be expected to obtain external funding for research, to teach in the areas of exercise psychology and health psychology at the undergraduate and graduate levels, supervise Master's and Doctoral students and to contribute to academic and research activities of the Department's Research Center for Physical Activity and Health. Salary will be commensurate with qualifications and experience.

Applicants should send a letter of application, curriculum vitae, a statement of teaching philosophy and research interests, and three letters of recommendation by **15 November 2012** to:

Dr. René Turcotte, Chair
Department of Kinesiology and Physical Education
McGill University
475 Pine Ave West, Montreal, Quebec, Canada H2W 1S4

Electronic submissions are accepted and should be forwarded to:
rene.turcotte@mcgill.ca

All qualified applicants are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority. McGill University is committed to equity in employment and diversity. It welcomes applications from indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of minority sexual orientations and gender identities, and others who may contribute to further diversification. English is the language of instruction at McGill, but knowledge of French is an asset.

www.mcgill.ca

CAREERS CARRIÈRES

University of Windsor
thinking forward

DEAN, FACULTY OF ARTS & SOCIAL SCIENCES

Located at one of Canada's major international intersections, the University of Windsor plays a leading role in the future of the region and the province of Ontario. With approximately 16,000 full and part-time undergraduate and graduate students, the University is Canada's most personal comprehensive university.

The largest of Windsor's nine Faculties, the Faculty of Arts and Social Sciences offers a diversity of programs in the creative and performing arts, humanities and social sciences, and is known for the quality of both its teaching and research. The academic home to more than 6,500 undergrad and graduate students, the Faculty has more than 380 faculty and staff and an operating budget of approximately $31M.

The University of Windsor is seeking an energetic and dynamic dean with a proven record of scholarly or creative professional activity appropriate to advancing the faculty's research and teaching. The new dean will be an outstanding administrator with a collaborative and consultative approach that allows them to take advantage of opportunities that are available by fostering productive relationships with external stakeholders.

The University of Windsor is committed to equity in its academic policies, practices, and programs; supports diversity in its teaching, learning, and work environments; and ensures that applications from members of traditionally marginalized groups are seriously considered under its employment equity policy. Those who would confribute to the further diversification of the University's professional staff include, but are not limited to, women, Aboriginal peoples, persons with disabilities, members of visible minorities, and members of sexual minority groups. The University of Windsor invites you to apply to its welcoming community and to self-identify as a member of one of these groups. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

To learn more about this exciting leadership opportunity, call Maureen MacLean or Maureen Geldart at (604) 926-0005 or forward your CV, a letter of application and the names of three references, in confidence, to The Geldart Group. E-mail: info@thegeldartgroup.com.

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CAUT ACPPU BULLETIN

ing and research interests; and the names of three persons able to provide references in support of their application. The closing date for all applications to be received is Nov 30, 2012 CLOSING DATE. We strongly encourage you to submit your application online at www.jobs.utoronto.ca/faculty, Job# 1200838. If you are unable to apply online, please submit your application to: Jean W. Zu, Chair, Department of Mechanical & Industrial Engineering, University of Toronto, 5 King's College Road, Toronto, ON, M5S 3G8. Or by e-mail to: chair@mie.utoronto.ca. For more information on the University of Toronto, and the Department of Mechanical & Industrial Engineering, please visit our website: http://www.mie.utoronto.ca.

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■ **SOCIOLOGY (CONTEMPORARY SOCIAL THEORY) — Ryerson University.** The Department of Sociology at Ryerson University (www.ryerson.ca/sociology) invites applications for a tenure-stream position at the rank of Assistant Professor, subject to budgetary approval. The position will commence on August 1, 2013. We are seeking a colleague with a record of research that makes a strong contribution to the advancement of the study of Contemporary Social Theory generally, as well as to theoretical development in substantive fields. In addition, we are interested in applicants whose knowledge and background will complement and strengthen our core program curriculum. Candidates should have expertise in contemporary theories and theoretical debates, and demonstrate a capacity for teaching both undergraduate students in Sociology and graduate students in one of the many interdisciplinary programs in the Faculty of Arts. Our Department is known for its diverse pedagogies and award-winning teaching. Our program fosters critical thinking and has a strong focus on theoretical literacy and research skills. An ideal candidate will build on our teaching excellence, contribute to pedagogical exchange, provide collegial service, and enhance the intellectual life of the Department. The degree program in Sociology offers a curriculum that requires a significant commitment to classical and contemporary Social Theory, with an emphasis on diversity, inequality and social justice, popular culture, media, and the contemporary urban experience. Our faculty work from a range of theoretical perspectives, and we are engaged in research that crosses traditional disciplinary boundaries. We welcome applicants who are likewise conversant with a variety of theoretical approaches and interpretive frameworks. Applicants must have a completed PhD in Sociology or related field prior to the commencement of this position, a record of effective teaching at the undergraduate level, and a publication record of note or promise, with a clear and creative research plan. Applications should include a curriculum vitae, two samples of writing, and letters from three academic referees, at least one of whom is able to comment on the candidate's classroom instruction. In addition, please provide summary teaching evaluations and highlight specific courses taught with full academic responsibility. The deadline for applications is November 23, 2012. Applications should be mailed to: Dr. Pamela Sugiman, Chair, Department of Sociology, c/o Ms. Margaret Meaney, Jorgenson Hall (JOR 300), Ryerson University, 350 Victoria Street, Toronto, Ontario, Canada, M5B 2K3. Alternatively, applications may be delivered in person to Ms. Meaney at 380 Victoria Street, Room JOR 300. The Department will not accept applications by e-mail or fax. Located in the heart of Toronto, the largest and most culturally diverse city in Canada, Ryerson University is committed to diversity, equity, and inclusion. The University is known for innovative programs built on the integration of theoretical and practically oriented learning. Our undergraduate and graduate programs are distinguished by a professionally focused curriculum and strong emphasis on excellence in teaching, research, and creative activities. Ryerson is also a leader in adult learning, with the largest university-based continuing education school in Canada. This position falls under the jurisdiction of the Ryerson Faculty Association (www.ryerson.ca/~rfa). For details on the Ryerson Faculty Association Collective Agreement and the University's RFA Benefits Summary, please visit http://www.ryerson.ca/teaching/employment_resources/rfa.html and http://www.ryerson.ca/hr/benefits/benefits_by_group/rfa/index.html respectively. Ryerson University is strongly committed to fostering diversity within our community. We welcome those who would contribute to the further diversification of our faculty and its scholarship, including, but not limited to, women, visible minorities, Aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **SOCIOLOGY (CRIMINOLOGY/DEVIANCE) — Bishop's University.** Applications are invited for a tenure-track position in Sociology at Bishop's University to begin July 1, 2013. The successful candidate will possess a PhD and an active research program in the area of Criminology/Deviance, as well as the demonstrated ability to excel in the classroom. The ability to teach law, social policy, introductory research methods and data collection courses is an asset as is an interest and capacity to contribute to program development. Bishop's is a primarily undergraduate University with a strong emphasis on dynamic and effective teaching and with an emerging research culture. Located in the beautiful Eastern Townships, our riverside campus attracts students from across the country and around the world. Our small class sizes offer excellent opportunity for exchange of ideas between professors and students. Applications including a cover letter, current curriculum vitae, teaching portfolio (including teaching evaluations), and letters of reference from three academic referees should be submitted (no later than November 1, 2012) to: Dr. Mary Ellen Donnan, Chair, Department of Sociology, Bishop's University, 2600 College Street, Sherbrooke, Quebec, J1M 1Z7; Tel. 819-822-9600 ext. 2410; E-mail: mdonnan@ubishops.ca. Bishop's University is committed to the principles of employment equity and encourages applications from all women, aboriginal persons, members of visible minority populations and persons with disabilities. In accordance with Canadian immigrations requirements, priority will be given to Canadian citizens and permanent residents. All qualified applicants are encouraged to apply.

■ **SOFTWARE ENGINEERING — York University.** York University, Lassonde School of Engineering, Toronto, Canada seeks an outstanding candidate in Software Engineering to commence on July 1, 2013. The position calls for research excellence in Software Engineering with an emphasis on mission critical systems, dependable safety-critical systems, industrial strength formal methods for software systems, high assurance business and mobile systems, and rigorous methods for verifying, validating and certifying software systems. Outstanding candidates in all areas of software engineering are invited to apply. The rank is open and commensurate with experience. This position will play a key role in the development of the software engineering program within the Lassonde School of Engineering. Applications must be received by November 15, 2012 along with a CV, statement of contribution to research, teaching, and curriculum development, and three reference letters at: Chair, Search Committee for Software Engineering, Lassonde School of Engineering, York University, 4700 Keele Street, Toronto, ON, Canada, M3J 1P3; Tel: (416) 650-8135; Email: eng@yorku.ca. For further details, please visit the URL http://www.yorku.ca/acadjobs. All York University positions are subject to final budgetary approval.

■ **STRUCTURAL & FUNCTIONAL BIOLOGY — McGill University.** Assistant/Associate Professor level, in Structural and Functional Biology: McGill University: Department of Pharmacology and Therapeutics. The Department of Pharmacology and Therapeutics of McGill University is inviting applications for a tenure-track faculty position at the Assistant/Associate Professor level, in Structural and Functional Biology. We strongly encourage applications from those using techniques for the structural determination of proteins, e.g., neuronal proteins with roles in brain function and implicated in human disease, as a tool to optimize compounds but also for lead discovery. Applications will be accepted from candidates with a proven research record in solving the structures of novel proteins or shedding new insights into the workings of existing proteins. Candidates are required to have initiated a successful scholarly career as evidenced by publications and presentations. The successful candidate will be a member of the Department of Pharmacology & Therapeutics and will be expected to contribute to the departmental research and teaching missions. In order to complete the application process, candidates must submit electronically a copy of their Curriculum vitae, a short statement of research interests and contact information of three external referees. Applications will be accepted until November 8th, 2012. Please send your application to Admin.pharmacology@mcgill.ca to the attention of Dr. Gerhard Multhaup, Chair, Department of Pharmacology and Therapeutics. McGill University is committed to diversity and equity in employment. It welcomes applications from indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of minority sexual orientations and gender identities and others who may contribute to further diversification. All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **STRUCTURAL ENGINEERING — McMaster University.** The Department of Civil Engineering at McMaster University invites applications from outstanding candidates for a second tenure-stream position in the structural engineering area. This position is targeted at the Assistant or Associate level; however, highly qualified individuals will be considered at the full professor level. Applicants must have a bachelor and doctoral degree in Civil Engineering and be eligible for registration as a Professional Engineer in the Province of Ontario. The ideal candidate would have a track record involving innovative experimental and/or high quality theoretical research. Research focus in the following areas is of particular interest: 1. probabilistic methods for risk assessment of structures and infrastructure systems; 2. protection of critical infrastructure exposed to multiple hazards including earthquakes, wind, fire and blast; 3. life-cycle analysis, optimization, performance-based design, reliability, and resilience of structures and infrastructure systems; 4. structural health monitoring; sensor technologies, system identification, and the development of algorithms for structural damage detection; 5. control systems, dynamic and pseudo-dynamic hybrid simulation of novel structural materials, components and systems; 6. advanced nonlinear modelling and high performance computing; 7. sustainability of built systems and energy harvesting; 8. nano materials, with focus on construction materials in Civil Engineering. The successful candidate is expected to teach both undergraduate and graduate courses, supervise graduate students, and attract funding from granting agencies and other external sources to support her/his research activities. Salary and rank are commensurate with experience and qualifications. Applicants are asked to send their curriculum vitae, a statement detailing research and teaching interests, including anticipated areas of research collaboration with existing faculty in the Department, and names of three referees to: Dr. B.W. Baetz, Chair, Department of Civil Engineering, McMaster University, 1280 Main St W, Hamilton, Ontario, Canada L8S 4L7. Telephone: (905) 525-9140 ext. 24912, Fax: (905) 525-9688 or e-mail: baetz@mcmaster.ca. Applications review will begin immediately and the appointment will ideally commence July 1, 2013. However, applications will be accepted until the position is filled. Note: All qualified candidates are encouraged to apply. However, Canadian citizens and permanent residents will be considered first for these positions. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal peoples, members of sexual minorities, and persons with disabilities.

■ **SUSTAINABILITY (CREATIVE & CRITICAL STUDIES) — University of British Columbia Okanagan.** The Faculty of Creative and Critical Studies at the University of British Columbia, Okanagan Campus, invites applications for an appointment at the rank of Full Professor or senior Associate Professor in the area of sustainability to begin July 1, 2013. The Okanagan campus of UBC is located in Kelowna, British Columbia, one of Canada's most ecologically diverse and threatened areas, in a place that provides access to wilderness, agricultural and urban-rural interface zones. The campus has significant initiatives in environmental studies, ecological research in the sciences, and indigenous studies, as well as being home to the Okanagan Sustainability Institute. The Faculty of Creative and Critical Studies brings together creative and critical disciplines and offers opportunities for interdisciplinary studies at the graduate and undergraduate levels. Along with several individual sustainability-related research projects, the Faculty houses Laka Publishing, the Centre for Culture and Technology, and the Centre for Indigenous Media Arts, all of which engage in sustainability research. We are looking for a scholar or scholar-practitioner with a distinguished record of accomplishment related to cultural and environmental sustainability that can complement current work being done in the Faculty in the areas of ecocriticism, ecopoetics, community-based research, or new media. The successful applicant will be able to teach undergraduate and graduate courses in one or more of our program areas (English, French, Spanish, German, Japanese, Art History, Cultural Studies, Creative Writing, Visual Arts and New Media, or Interdisciplinary Performance) as well as develop new curriculum in his/her area of expertise. The successful candidate will be willing to work with researchers across the campus and within the Faculty on sustainability-focussed projects. The applicant's research may be rooted in either creative practice or critical scholarship, but that research should ideally complement and extend the capacity of faculty and graduate students in both areas. We would welcome applications from scholars or scholar-artists who demonstrate an engagement with Indigenous epistemologies. Minimum requirements are the terminal degree in the individual's discipline, either a PhD or an MFA degree. The individual should have post-secondary teaching experience and a significant reputation in scholarly research and/or research-creation. The successful candidate will contribute to the development of a growing graduate program and be interested in working in an interdisciplinary and multi-disciplinary environment. Candidates must include with their letter of application: 1. curriculum vitae; 2. a portfolio of examples of recent scholarly publications and creative work. Applicants should also arrange to have at least three confidential letters of reference sent to the email address below. Teaching evaluations and samples of student work would be useful to the committee. Please send letters of application, CV, portfolios, and reference letters electronically to: recruitment.fccs@ubc.ca. Faculty of Creative and Critical Studies, FIN 323, University of British Columbia, Okanagan Campus, 3333 University Way, Kelowna, BC, V1V 1V7. For any inquiries, please contact Nancy Holmes, Associate Dean of Research and Graduate Studies, at 250-807-9369 or nancy.holmes@ubc.ca. Review of applications will start on November 1, 2012. All positions are subject to funding. UBC hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply. We especially welcome applications from members of visible minority groups, women, Aboriginal persons, persons with disabilities, persons of minority sexual orientations and gender identities, and others with the skills and knowledge to engage productively with diverse communities. Government regulations require that Canadians and permanent residents of Canada will be given priority.

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■ **VISUAL ARTS — Brandon University.** Brandon University is a leader in providing high quality education to over 3,500 full- and part-time students in arts, sciences, education, music, and health studies. Based in southwestern Manitoba, Brandon University also offers pre-professional and Masters programs, as well as innovative and award-winning outreach programs in a personalized learning environment. We embrace cultural diversity and are particularly committed to the education of First Nations, Métis and Inuit people. Brandon University, Department of Visual and Aboriginal Art invites applications for a tenure-track appointment, rank negotiable dependent on qualification, starting July 1, 2013. An MFA or equivalent in Art Studio, an active record of exhibition, and evidence of strong, successful teaching experience are required. The successful candidate will have deep engagement with Aboriginal art, art history and studio practice. Undergraduate courses in Art Studio and Art History will be taught in one or more of the following areas: Drawing, Visual Design, Ancient Aboriginal Art, Indigenous Techniques, Western Art Survey. Candidates are asked to submit a letter of interest describing all areas of teaching expertise, a current curriculum vitae, artist statement, statement of teaching philosophy, ten to twenty images of work with accompanying image list and arrange for three letters of reference to be sent to: Dr. Bruce Strang, Dean of Arts, Brandon University, Brandon, Manitoba, Canada, R7A 6A9, E-mail: VAAsearch@brandonu.ca. Deadline for applications is November 30, 2012. Critical reviews of exhibitions or writing samples may also be included. The image component should be saved in a memory stick and formatted as follows: 1. Still Images: Recommended size 1024X 768 pixels.jpg format, 72 dpi, maximum file size 1MB. 2. Video Images: playable as QuickTime file or submitted on region free DVDR playable in Mac and PC compatible devices. The Department of Visual and Aboriginal Art offers BFA degrees with majors and minors in Aboriginal Art, Ceramics, Drawing, and Painting and a minor in Art History/Visual Cultura. Based in southwestern Manitoba, Brandon University also offers pre-professional and Masters programs, as well as innovative and award-winning outreach programs in a personalized learning environment. Brandon is a city rapidly growing in cultural diversity. It is located one hour from Riding Mountain national park, and two hours from the City of Winnipeg. We thank all applicants for their interest and effort in applying for this position and advise that only candidates selected for interviews will be contacted. Short listed candidates will be expected to provide copies of credentials at time of interview. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority.

Tenure-Track Appointments
Faculty of Arts

MEMORIAL UNIVERSITY

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to nearly 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. With over 185 regular faculty members in 16 academic departments and a wide variety of interdisciplinary major, minor and diploma programs, the Faculty of Arts offers breadth, depth and diversity. Counting around 5000 students with declared majors or minors, and with strong graduate programs, the Faculty is committed to providing solid teaching and research support to new appointees. The Faculty of Arts houses, among other units, the Institute of Social and Economic Research (ISER), ISER Books and the Digital Research Centre for Qualitative Fieldwork. It is also home to outstanding archival collections, including the Maritime History Archive, the Folklore and Language Archive and the Native Language Archive. Memorial's Queen Elizabeth II Library has excellent holdings with the most extensive collection of journals in the region. Please see **http://www.mun.ca/arts/**.

The tenure track positions listed below will normally commence July 1, 2013, subject to budgetary approval, and will be made at the rank of Assistant Professor. The positions normally require a completed doctoral degree in the appropriate discipline. A completed earned doctorate (or recognized terminal qualification in the discipline) is required for the appointee to receive the rank of Assistant Professor and to be in a tenure-track position. (If a successful candidate has not completed an earned doctorate, he/she shall be appointed to a regular term, non-renewable three-year appointment at the rank of Assistant Professor. If the candidate completes all the requirements for the doctorate during the first 24 months of the term appointment, he/she shall begin a tenure-track appointment following completion of the requirements of the degree.)

Letters of application should be sent to the Head of the department, accompanied by a current curriculum vitæ, a teaching dossier, the names and addresses of three persons who can supply a letter of reference, and such additional materials as may be specified below. The application must provide evidence of excellence in teaching and research. Applications should reach the Head no later than **October 26, 2012**.

NOTE: All applications should quote the appropriate position number as listed in each case.

Archaeology
Position#: VPA-ARCH-2012-001

The Department of Archaeology invites applications for a tenure-track position in Bioarchaeology or Physical Anthropology. The successful candidate will have an excellent record in research and teaching. Areas of expertise that complement and extend the department's interests will be preferred. These may include, but are not limited to, the following: human osteology, palaeopathology, forensic anthropology, palaeoanthropology, ancient demography and palaeonutrition. You will be expected to implement an active program of research, contribute to graduate and undergraduate teaching and supervision, and fulfill service responsibilities. The Department of Archaeology has a strong program of research with specific emphasis in North Atlantic archaeology, biomolecular archaeology, subsistence and settlement studies, historic archaeology, ethnoarchaeology, aboriginal studies and archaeological theory. You will be joining a dynamic and engaged group in a growing department. For more information about the Department of Archaeology, please visit www.mun.ca/archaeology/about/. Please send a letter of application, CV, an example of scholarly work, evidence of teaching excellence, and three reference letters to:

Dr. Lisa Rankin
Head, Department of Archaeology
Memorial University of Newfoundland
St. John's, NL, Canada, A1C 5S7
Phone: (709) 864-8192 / Fax: (709) 864-2374
Email: kwoosley@mun.ca

English Language & Literature
Position#: VPA-ENGL-2012-001

The Department of English Language and Literature invites applications for a tenure-track position. The area of specialization is Newfoundland and Labrador Literatures and Languages. Ideally the candidate will also be able to contribute to departmental strengths, especially in Creative Writing and North Atlantic Studies; for an overview of departmental research clusters, applicants are encouraged to consult the departmental research page (www.mun.ca/english/research). Evidence of excellence in research and teaching is required. Please send a letter of application, CV, an example of scholarly work, evidence of teaching excellence, and three reference letters to:

Professor Donna Walsh
Head, Department of English Language and Literature
Memorial University of Newfoundland
St. John's, NL, Canada, A1C 5S7
Phone: (709) 864-8277 / Fax: (709) 864-4528
Email: donnaw@mun.ca

French & Spanish
Position#: VPA-FREN-2012-001

The Department of French and Spanish invites applications for a tenure-track position. Applicants should have a record of teaching French language, literature and culture and conduct an active research program focusing on the French-speaking regions of the Atlantic provinces. The successful candidate should also demonstrate a willingness to teach and carry out research in the area of French Newfoundland studies as well to become involved with the French speaking community in Newfoundland and Labrador. Qualifications are PhD (or near completion). Please send a letter of application, a curriculum vitae, the names and addresses of three referees and any supporting document, including a philosophy of teaching, teaching plans and teaching evaluations as well as samples of published work, to:

Dr. Anne Thareau
Head, Department of French and Spanish
Memorial University of Newfoundland
St. John's, NL, Canada, A1B 3X9
Phone: (709) 864-7636 / Fax: (709) 864-8594
E-mail: french@mun.ca

Le Département d'études françaises et hispaniques de Memorial University of Newfoundland sollicite des candidatures pour un poste menant à la permanence. Les candidat/e/s devront avoir une expérience dans l'enseignement des cours de langue, littérature et culture française et conduire des recherches dans le domaine de la francophonie des provinces atlantiques canadiennes. Le ou la candidat/e retenu/e devra aussi démontrer qu'il ou elle entreprendra des recherches et acceptera d'enseigner des cours dans le domaine des études franco-terreneuviennes et qu'il ou elle sera prêt/e à établir des liens avec la communauté francophone de Terre-Neuve-et-Labrador. Qualifications : Doctorat (ou sur le point d'être terminé). La demande doit inclure une lettre de motivation, un Curriculum Vitae, le nom et les coordonnées de trois répondant/e/s, un dossier d'enseignement incluant votre philosophie de l'enseignement, le plan des cours enseignés et les évaluations des étudiant/e/s. Elle sera adressée à :

Anne Thareau
Directrice du département d'études
françaises et hispaniques
Département d'études françaises et hispaniques
Memorial University of Newfoundland
St. John's, NL, Canada, A1B 3X9
Téléphone: (709) 864-7636 / Télécopie: (709) 864-8594
Courriel: french@mun.ca

Geography
Position#: VPA-GEOG-2012-001

The Geography Department invites applications for a tenure-track position in Biogeography. The successful candidate will be expected to teach at the undergraduate (BSc and BA) and graduate (MSc, MA, PhD) levels, engage in an active, externally-funded research program, and demonstrate commitment to excellence in both teaching and research. Newfoundland and Labrador enjoys a rich and diverse network of ecosystems, from arctic to boreal and cold ocean to alpine. The Geography Department at Memorial has a long legacy of biogeographical research in the Province and has strong links with Biology, Earth Sciences, the Marine Institute and the Environmental Sciences graduate program. The Geography Department has identified four research clusters that recognise existing research strengths and collaborations within the department. The four clusters are: Climate and environmental change; Globalisation, economy and resources; Society, knowledge and values; and Sustainable communities and regions. A fifth cluster on Human health and security is an identified strategic research priority. Applicants can learn more about the Geography Department at www.mun.ca/geog. A current curriculum vitæ, a teaching dossier, a research plan, and the names and addresses of three persons who can supply a letter of reference should accompany letters of application. Applications should be directed to:

Dr. Charles Mather
Head, Department of Geography
Memorial University of Newfoundland
St. John's, NL, Canada, A1B 3X9
Phone: (709) 864-7417 / Fax: (709) 864-3119
Email: cmather@mun.ca

Religious Studies
Position#: VPA-RELS-2011-001

The Department of Religious Studies invites applications from qualified individuals for a tenure-track position in the field of Christian Thought and History. A completed doctorate in Religious Studies is required, or all the requirements for a doctorate except for the dissertation. The person appointed will be expected to teach introductory first-year courses as listed in the calendar, all levels of the undergraduate and graduate curriculum, including the undergraduate course from the First Century to the Middle Ages, to supervise honours and graduate students, and to pursue a vigorous agenda of research in his or her area of expertise. Qualified applicants should submit a letter of application, a curriculum vitae, a teaching dossier, a research statement, and the names and addresses of three persons who can supply a letter of reference to:

Dr. Kim Ian Parker
Head, Department of Reilgious Studies
Memorial University of Newfoundland
St John's, NL, Canada, A1C 5S7
Phone: (709) 864-8594/8166 / Fax: (709) 864-8059
Email: kparker@mun.ca

Sociology
Position#: VPA-SOCI-2012-001

The Department of Sociology invites applications for a tenure-track position in the areas of deviance, law, and criminology. The person appointed will be able to demonstrate excellence in both teaching and research and will have a strong record of scholarly achievement. The successful candidate will be prepared to teach undergraduate, honours and graduate students. Please forward a letter of application, a curriculum vitae, a teaching dossier, and the names and addresses of three persons who can supply a letter of reference, as well as two examples of written work (either published or unpublished, but at least one example must be single authored) to:

Dr. Karen Stanbridge
Head, Department of Sociology
Memorial University of Newfoundland
St. John's, NL, Canada, A1C 5S7
Phone: (709) 864-7457 / Fax: (709) 864-2075
Email: kstanbri@mun.ca

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.

Contract academic staff are under attack.

Did you know?

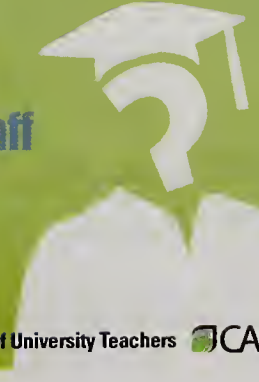
After decades of underfunding post-secondary education, federal and provincial governments are now threatening the livelihood of contract academic staff by taking away their right to negotiate a living wage.

Fair Employment Week

Week of Action for Contract Academic Staff

22–26 October 2012

Fair is fair! www.caut.ca



Canadian Association of University Teachers CAUT